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*Canada Labour Department*

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Deputy Minister—ARTHUR H. BROWN

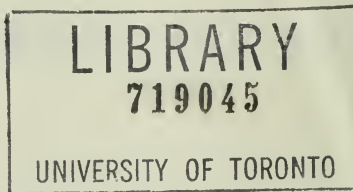
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PAGE NUMBERS OF MONTHLY EDITIONS

	<i>Month</i>
1- 120 .....	January
121- 228 .....	February
229- 324 .....	March
325- 456 .....	April
457- 560 .....	May
561- 692 .....	June
693- 820 .....	July
821- 944 .....	August
945-1084 .....	September
1085-1212 .....	October
1213-1328 .....	November
1329-1456 .....	December

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## LIST OF ABBREVIATIONS

- 111
- AASERE — Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.
  - ABCWIU — American Bakery and Confectionery Workers' International Union.
  - ACA — American Communications Association.
  - ACSC — Amalgamated Civil Servants of Canada.
  - AED — Atomic Energy Draftsmen.
  - AFGM — American Federation of Grain Millers.
  - AFL-CIO — American Federation of Labour and Congress of Industrial Organizations.
  - AFTE — American Federation of Technical Engineers.
  - AGMA — American Guild of Musical Artists.
  - ANG — American Newspaper Guild.
  - ARTEC — Association of Radio and Television Employees of Canada.
  - BCW — Bakery and Confectionery Workers International Union of America.
  - BLE — Brotherhood of Locomotive Engineers.
  - BLFE — Brotherhood of Locomotive Firemen and Enginemen.
  - BMWV — Brotherhood of Maintenance of Way Employees.
  - BRC — Brotherhood of Railway Carmen.
  - BRSA — Brotherhood of Railroad Signalmen of America.
  - BRSC — Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
  - BRT — Brotherhood of Railroad Trainmen.
  - BSEIU — Building Service Employees' International Union.
  - CALDA — Canadian Air Line Dispatchers' Association.
  - CALFAA — Canadian Air Line Flight Attendants' Association.
  - CALNA — Canadian Air Line Navigators' Association.
  - CALPA — Canadian Air Line Pilots' Association.
  - CANETT — Canadian Association of Nuclear Energy Technicians and Technologists.
  - CB — Conciliation Board.
  - CBRE — Canadian Brotherhood of Railway Employees and Other Transport Workers.
  - CCA — Canadian Construction Association.
  - CCC — Canadian Chamber of Commerce.
  - CCCL — Canadian and Catholic Confederation of Labour.
  - CGA — Canadian Guards Association.
  - CLC — Canadian Labour Congress.
  - CMA — Canadian Manufacturers' Association.
  - CMVG — Canadian Merchant Service Guild.
  - CO — Conciliation Officer.
  - CTU — Commercial Telegraphers' Union.
  - FLC — Farm Labour Conference.
  - HRE — Hotel and Restaurant Employees and Bartenders' International Union.
  - IAM — International Association of Machinists.
  - IATSE — International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.
  - IBB — International Brotherhood of Bookbinders.
  - IBPW — International Brotherhood of Pulp, Sulphite and Paper Mill Workers.
  - IBT — International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.
  - ICFTU — International Confederation of Free Trade Unions.
  - ICWU — International Chemical Workers' Union.
  - IIC — Industrial Inquiry Commission.
  - ILA — International Longshoremen's Association.
  - ILGWU — International Ladies' Garment Workers' Union.
  - ILO — International Labour Organization.
  - ILWU — International Longshoremen's and Warehousemen's Union.
  - IRDI — Industrial Relations and Disputes Investigation (Act).

LIST OF ABBREVIATIONS—*Conc.*

ITU	— International Typographical Union.
IUBW	— International Union of Brewery and Soft Drink Workers.
IUMMSW	— International Union of Mine, Mill and Smelter Workers.
IUOE	— International Union of Operating Engineers.
IWA	— International Woodworkers of America.
LMPC	— Labour-Management Production Committee.
LPU	— Longshoremen's Protective Union.
LRB	— Labour Relations Board.
MAPA	— Maritime Airline Pilots Association.
NABET	— National Association of Broadcast Employees and Technicians.
NAME	— National Association of Marine Engineers.
NCA	— National Constructors Association.
NCSL	— National Catholic Syndicate of Longshoremen.
NLRB	— National Labour Relations Board.
NMA	— Nordair Mechanics Association.
NPA	— Nordair Pilots Association.
NSL	— National Syndicate of Longshoremen.
NUPE	— National Union of Public Employees.
NUPSE	— National Union of Public Service Employees.
OCAWIU	— Oil, Chemical and Atomic Workers' International Union.
ORCB	— Order of Railway Conductors and Brakemen.
ORT	— Order of Railroad Telegraphers.
PWAPA	— Pacific Western Airlines Pilots Association.
QFL	— Quebec Federation of Labour.
RYNA	— Railroad Yardmasters of North America.
SIU	— Seafarers' International Union.
SUB	— Supplementary Unemployment Benefit.
TDU	— Transport Drivers, Warehousemen and Helpers Union.
TUC	— Trades Union Congress (British).
UAW	— (International Union) United Automobile, Aircraft and Agricultural Imple- ment Workers of America.
UBCJA	— United Brotherhood of Carpenters and Joiners of America.
UBW	— (International Union) United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America.
UE	— United Electrical, Radio and Machine Workers of America.
UMWA	— United Mine Workers of America.
UPWA	— United Packinghouse Workers of America.
URW	— United Rubber Workers.
USWA	— United Steel Workers of America.



## A

**Accident Benefits:**

See Disabled Persons' Allowances; Workmen's Compensation.

**Accident Prevention:**

See Safety, Industrial.

**Accidents, Industrial.**

See also Safety, Industrial; Workmen's Compensation.

*Canada*

long-service employees have fewer accidents, 961.

industrial fatalities in Canada during second quarter of 1958, 1131.

industrial fatalities in 1957, 484; during third quarter of 1957, 55; during fourth quarter of 1957, 375.

*Ontario*

fatalities decrease by ten in 1957, 141.

*Great Britain*

annual report of Chief Inspector of Factories, 1349.

*Statistics*

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

**Actors Equity Association (AFL-CIO):**

Canadian A.G.M.A. members join with Actors Equity, 1107.

**Adley Express Company:***IBT*

certification application by Local 106 on behalf of a unit of drivers and warehousemen, received, 1285.

**Advisory Committee on Professional Manpower:**

third meeting, 137.

**Age and Employment:**

study of flexible retirement age urged at public hearing of N. Y. State Joint Legislative Committee on Problems of the Aged, 167.

**Agreements:**

See Collective Labour Agreements.

**Agriculture:***United States*

farm population drops 16.9 per cent since 1950, 966.

**Ahern Shipping Company Limited:***SIU*

dispute: C.O. appointed, 494; settlement, 1286.

**Alberta:***Board of Industrial Relations*

*Alta.* Supreme Court quashes certification order on the ground that the Board of Industrial Relations erred in law, 505.

**Alberta Federation of Labour:**

annual convention, 1378.

brief submitted to provincial government, 142.

**Alberta Wheat Pool:***UBW*

dispute with Local 333: C.O. appointed, 391.

**Algom Uranium Mines Limited:***IUOE*

dispute with local 796: settlement, 68.

**Algoma Central and Hudson Bay Railway:***BRT*

dispute: C.B. received, 175; settlement following board procedure, 175.

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

Ray Lapointe elected President of Ontario Joint Council, 583; other officers elected, 583.

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

dispute with Local 846: C.O. appointed, 755.

*Hull City Transport Limited*

certification application on behalf of a unit of bus operators and garage employees (Division 591), received, 980; representation vote, 1396; rejected, 1398; withdrawn, 1399.

*Ottawa Transportation Commission*

dispute with Division No. 279: C.B. appointed, 271; C.B. fully constituted, 391; settlement, 496.

*Transport Hull Metropolitan Limitee*

certification application on behalf of a unit of bus operators and garage employees (Division 591), received, 980.

**Amalgamated Civil Servants of Canada:**

merger with CSAO into Civil Service Association of Canada, 24.

**American Bakery and Confectionery Workers International Union (AFL-CIO):**

1st constitutional convention, 1105.

not one Canadian member of BCW joins ABCW, 1348.

**American Communications Association:***Western Union Telegraph Company*

dispute: employees in Cable Division: C.B. appointed, 271; C.B. fully constituted, 391; C.B. report, 883, 889; settlement, 982.

**American Federation of Grain Millers:**

off-the-job training plan included in new contract between Fisher Flouring Mills Co., Seattle, Washington, and AFGM, 842.

**American Federation of Labour and Congress of Industrial Organizations:**

biennial convention, 46.

deadline for clean-up fixed by Executive Council, 254.

Field Representatives Federation as collective bargaining representative for its organizing staff recognized by Executive Committee, 583.

orders affiliates to end mutual aid pacts with IBT, 1104.

orders clean-up by IUOE, 968.

mid-winter meeting of Executive Council, 254.

National Constructors Association and AFL-CIO Building Trades Department reach agreement to end featherbedding, 254.

signs agreement with Field Representatives Federation, 1106.

UBJCA authorize secession from AFL-CIO, 1349.

***Building and Construction Trades Department***

meeting, 51.

***Maritime Trades Department***

meeting, 52.

launches drive to organize inland ship and shoreside workers, 479.

**American Federation of Musicians:**

defeated by Musicians Guild of America in representation vote, 844.

Herman D. Kenin, elected president, 583.

James Caesar Petrillo, president, retires, 583.

**American Federation of Technical Engineers:**

***Atomic Energy of Canada Limited***

certification application by Local 169 on behalf of a unit of draftsmen, received, 628; withdrawn, 755.

certification application by Local 1568 on behalf of a unit of technicians, received, 755; granted, 880.

**American Guild of Musical Artists:**

Canadian AGMA members join with Actors Equity, 1107.

**American Motors:**

***UAW***

3-year agreement signed, 1260.

**American Newspaper Guild:**

annual convention, 1106.

***Canadian Broadcasting Corporation***

dispute with Local 213: C.O. appointed, 1399; settlement, 1399.

**American Public Welfare Association:**

older workers can raise nation's productivity—address by John R. Stark, Bureau of Labour Statistics, 18.

**AMF Atomic (Canada) Limited:**

***UMWA***

certification application on behalf of a unit of employees, received, 1140; granted, 1396.

**Anglo-Newfoundland Development Company Limited:**

***LPU***

certification application on behalf of a unit of longshoremen at Botwood, Nfld., granted, 172.

**Apprenticeship:**

***Canada***

doubling of building apprentices in construction trades recommended by Harold J. Ball, president, CCA, 346, 1252.

8th meeting, Apprenticeship Training Advisory Committee, 52.

views of CCA, 260.

***British Columbia***

increased provision for apprenticeship education forecast in Throne Speech, 143.

***Laws and Regulations***

changes in provincial apprenticeship and tradesmen's qualification laws in 1958 in Saskatchewan, Nova Scotia and New Brunswick, 1028.

***Alberta***

Apprenticeship Act. amended, 80; regulations, 189, 409, 1033, 1166, 1410.

***British Columbia***

Apprenticeship and Tradesmen's Qualification Act. regulations, 515.

***New Brunswick***

Trades Examination Act. amended, 1029.

***Newfoundland***

Apprenticeship Act. regulations, 1294.

***Nova Scotia***

Apprenticeship Act and Tradesmen's Qualification Act. consolidated, 1028.

***Saskatchewan***

Apprenticeship and Tradesmen's Qualification Act. regulations, 413, 899, 1028.

***United Kingdom***

too few apprentices being trained to meet future requirements, Government-appointed committee warns, 346.

**Apprenticeship Training Advisory Committee:**

meeting, 9th, 608.

**Arbitration, Labour:***Canada*

compulsory arbitration criticized by T. C. Carroll, President, BMW, 711.  
NUPSE solidly against compulsory arbitration, 1258.

*Legal Decisions*

Ont. High Court upholds jurisdiction of board of arbitration to entertain grievances submitted by the union, 642.

*United Kingdom*

compulsory arbitration ends, 1389.

**Asbestos Transport Limited:***IBT*

certification application by General Truck Drivers' Union, Local 938, on behalf of a unit of employees, received, 67; application rejected, 269-70.

**Associated Actors and Artists of America (AFL-CIO-CLC):**

Canadian AGMA members join with Actors Equity, 1107.

**Association of Drivers of Canadian Coachways Limited:***Canadian Coachways Limited*

certification application on behalf of a unit of bus drivers, received, 1139; withdrawn, 1286.

**Association of Lake Carriers:***NAME*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

*SIU*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

**Association of Radio and Television Employees of Canada:***CBC*

dispute: building and maintenance employees. C.O. appointed, 1141; settlement, 1286.

**Atomic Energy:**

discussion at ILO meeting, 383.

**Atomic Energy Draftsmen:***Atomic Energy of Canada Limited*

certification application by Local 1569 on behalf of a unit of draftsmen, received, 881; granted, 979.

**Atomic Energy of Canada Limited:***AED*

certification application by Local 1569 on behalf of a unit of draftsmen, received, 881; granted, 979.

*AFTE*

certification application by Local 169 on behalf of a unit of draftsmen, received, 628; withdrawn, 755.

*CANETT*

certification application by Local 1568 on behalf of a unit of technicians, received, 755; granted, 880.

**Australian Confederation of Trade Unions:**

Code provides 13 weeks' leave after 20 years' service for employees in agreement reached between representatives of employers' organizations and Australian Confederation of Trade Unions, 963.

**Australian Council of Employers' Federations:**

Code provides 13 weeks' leave after 20 years' service for employees in agreement reached between representatives of employers' organizations and Australian Confederation of Trade Unions, 963.

**Automation:**

automation has failed to bring predicted benefits, speakers at Conference on Automation and Technological Change, agree, 716. automation will increase workers' value and security says Dr. W. A. Westley of McGill University, 350.

"Automation, Technology's New Face", booklet issued by Institute of Industrial Relations of University of California, 717.

"Automation and Management", book published by Harvard Business School's Division of Research, 248.

case study of manpower effects of electronic installation, 837.

development of automated shipbuilding machine in the U.K., 248.

effect of automation on office workers studied at seminar held by European Productivity Agency at request of Office Workers' Federation, 349.

effect of automation less serious in office than industry—article by Jack Stieber in magazine published by American Management Association, 248.

government commission to deal with automation recommended by Montreal lawyer in address to Canadian Bar Association, 1108.

influence of automation impossible to predict says head of Economic and Social Department of ICFTU, 580.

**Automation—Conc**

more automation in office than in plant, U.S. survey shows, 248.

progress of automation discussed at meeting of National Joint Advisory Council in U.K., 838.

resolution adopted at AFL-CIO convention, 50. second meeting of Advisory Committee on Technological Change, 710.

social consequences of automation analysed, 838.

"Technological Changes and Skilled Manpower: Summary Report on the Household Appliance Industry", 1110.

views expressed at CLC convention, 590.

views expressed at special conference of TUC, 22.

**B****Bacon, H. W.:***IBT*

certification application by Local 419 on behalf of a unit of mail truck drivers and helpers, received, 1399.

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

dispute: C.O. appointed, 882; settlement, 882.

**Bakery and Confectionery Workers' International Union of America:**

not one Canadian member of BCW joins ABCW, 1348.

**Bayswater Shipping Limited:***SIU*

dispute: C.O. appointed, 494; settlement, 1286.

**Beaconsfield Steamships Limited:***NAME*

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

*SIU*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

**Benefits:***United States*

increase in cost of fringe benefits, 964.

**Bessborough Hotel (CNR):***CBRE*

dispute: settlement, 69.

**Bicroft Uranium Mines Limited:***IUMMSW*

certification application on behalf of a unit of employees, received, 1399.

**Blindness Allowances:**

views expressed at CLC convention, 604.

**Boiler Laws and Regulations:***British Columbia*

Boiler and Pressure-Vessel Act, 1294.

*Manitoba*

Steam and Pressure Plants Act. regulations, 192.

*New Brunswick*

Stationary Engineers Act. amended, 897.

*Nova Scotia*

Steam Boiler, Pressure Vessel and Refrigeration Plant Inspection Act, 897.

*Saskatchewan*

Boiler and Pressure Vessel Act. regulations, 281.

**Boyles Bros. Drilling (Alberta) Limited:***IUMMSW*

certification application by Local 1005 on behalf of a unit of drillers, runners, helpers and labourers in NWT, received, 173; granted, 268; C.O. appointed, 629; settlement, 755.

**British Columbia:***Apprenticeship*

increased provision for apprenticeship education forecast in Throne Speech, 143.

*Department of Education*

new vocational training courses offered by Technical Branch, 842.

*Department of Labour*

new vocational training courses offered by Apprenticeship and Tradesmen's Qualification Branch, 842.

*Labour Relations Act*

B.C. Supreme Court awards damages against a union for a breach of the Labour Relations Act, 507.

*Labour Relations Board*

B.C. Court of Appeal dismisses appeal from judgment that quashed a certification order of LRB, 409.

*Vocational Education*

increased provision forecast in Throne Speech, 143.

**B.C. Air Lines Limited:***CBRE*

certification application on behalf of a unit of pilots, granted, 172.

dispute: C.O. appointed, 882; settlement, 1141.

**British Columbia Coast Steamship Service Act:**

Robert Knowlton Smith, QC, LLD, appointed administrator of strikebound CPR ships under provisions of Act, 838.

**British Columbia Federation of Labour (CLC):**

annual convention, 1374.

briefs submitted to provincial government, 20, 714.

brief of Human Rights Committee of B.C. Federation of Labour submitted to provincial Cabinet, 1258.

**British Columbia Towboat Owners' Association:****CMSG**

dispute: C.O. appointed, 1399.

**SIU**

dispute: C.O. appointed, 1399.

**Brotherhood of Locomotive Engineers:**

95th anniversary, 584.

**CNR (Atlantic and Central Regions)**

dispute: C.O. appointed, 755.

**CNR (Newfoundland District)**

certification application on behalf of a unit of locomotive engineers, received, 882; representation vote, 1139; rejected, 1398.

**Brotherhood of Locomotive Firemen and Enginemen:**

firemen on diesels—CPR—views expressed by CLC, 591.

termination of strike over diesel issue (CPR), 577.

**CNR (Atlantic, Central and Western Regions including Newfoundland District)**

dispute: C.O. appointed, 391; C.B. appointed, 630; C.B. fully constituted, 756.

**CNR (Newfoundland District)**

certification application on behalf of a unit of locomotive engineers, received, 882; representation vote, 1139; rejected, 1398.

**CPR**

dispute: Royal Commission report, 256; strike following R.C. report, 757.

**New York Central Railroad Company**

application on behalf of a unit of engineers for provision for final settlement of differences concerning the meaning or violation of agreement, granted, 493.

application on behalf of a unit of firemen, helpers on electric locomotives, hostlers and hostler helpers, for provision for final settlement of differences concerning the meaning or violation of agreement granted, 493.

**Brotherhood of Maintenance of Way Employees:**

wage dispute with Canadian railways: C.B. chairman named, 17.

**Quebec North Shore and Labrador Railway Company**

dispute with Local 96: C.O. appointed, 68; C.B. appointed, 175; C.B. fully constituted, 271; C.B. report, 756, 757; settlement, 883.

**Brotherhood of Railroad Signalmen of America:**

wage dispute with Canadian railways: C.B. chairman named, 17.

**Quebec North Shore and Labrador Railway Company**

dispute with Lodge 217: C.O. appointed, 68; C.B. appointed, 175; C.B. fully constituted, 271; C.B. report, 756, 757; settlement, 883.

**Brotherhood of Railroad Trainmen:**

Alta. Supreme Court dismisses union members' action for judgment that officer lacked authority to make agreement, 185.

75th anniversary, 1257.

**Algoma Central and Hudson Bay Railway**

dispute: C.B. appointed, 175; settlement following board procedure, 175.

**CPR**

dispute: (Dining, Cafe and Buffet Car Employees), C.B. appointed, 883; C.B. fully constituted, 981.

**New York Central Railroad Company**

certification application on behalf of a unit of conductors, trainmen and switch tenders in yard service for provision for final settlement of differences concerning the meaning or violation of agreement, granted, 493.

certification application on behalf of a unit of conductors on road service for provision for final settlement of differences concerning the meaning or violation of agreement, granted, 493.

certification application on behalf of a unit of trainmen on road service for provision for final settlement of differences concerning the meaning or violation of agreement, granted, 493.

certification application on behalf of a unit of yardmasters employed in Canada Southern Division, received, 881; representation vote, 1398.

**Ontario Northland Railway**

certification application on behalf of a unit of conductors, received, 388; representation vote, 493.

**Brotherhood of Railroad Trainmen—Conc  
The Toronto, Hamilton and Buffalo  
Railway Company**

certification application on behalf of a unit of conductors; representation vote, 493; received, 494.

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

wage dispute with Canadian railways: C.B. chairman named, 17.

*Albert G. Baker Limited*

dispute: C.O. appointed, 882; settlement, 882.

*Canada Steamship Lines Limited*

dispute: C.O. appointed, 755.

*CPR*

certification application on behalf of a unit of employees (Office of Data Centre at Montreal), received, 755; representation vote, 880; granted, 979.

certification application by a unit of employees (Office of Data Centre at Saint John, N.B.), representation vote ordered, 173; granted, 753.

*Clarke Steamship Company*

dispute: C.O. appointed, 882; settlement, 882.

*Northwest Airlines, Inc.*

certification application on behalf of a unit of transportation agents at Winnipeg and Edmonton, received, 67; granted, 172.

*Quebec Terminals Limited*

dispute: C.O. appointed, 882; settlement, 882.

**Brotherhood of Railway Carmen (AFL-CIO-  
CLC):**

convention, 1348.

wage dispute with Canadian railways: C.B. chairman named, 17.

**Brotherhood of Sleeping Car Porters, Train,  
Chair Car, Coach Porters and Attendants:**

wage dispute with Canadian railways: C.B. chairman named, 17.

**Building Laws and Regulations:**

*Quebec*

views of Montreal Builders' Exchange, 20.

*Legal Decisions*

Ont. High Court of Justice confirms injunction restraining picketing on ground of interference with contractual rights, 1030.

**Building Service Employees' International  
Union:**

*Canadian Broadcasting Corporation*

certification application by Local 204 on behalf of a unit of building service employees, received, 628; granted, 753.  
dispute: settlement, 68.

**Burrard Terminals Limited:**

*UBW*

dispute with Local 333: C.O. appointed, 391.

**C**

**Cadwell Marine Limited:**

*SIU*

dispute: C.O. appointed, 494; settlement, 1286.

**Caledon Terminal Limited:**

*ILA*

dispute with Local 1842: C.B. appointed, 68; C.B. fully constituted, 175; C.B. report, 392, 406; settlement, 631.  
request for review of application under Section 61 (2), 1285; granted, 1398.

**Can-Met Explorations Limited:**

*Quirke Lake—Can-Met Office Workers'  
Union (CLC)*

certification application by Local 1575 on behalf of a unit of office employees, received, 980; granted, 1139.

*IUMMSW*

certification application on behalf of a unit of employees at Quirke Lake, Ont., received, 174; rejected, 387; reasons for judgment, 389.

*IUOE*

dispute with Local 796; settlement, 630.

*USWA*

certification application on behalf of a unit of employees at Quirke Lake, Ont., received, 174; rejected, 387; reasons for judgment, 389.

**Canada:**

*Economic Conditions*

gross national product, 1106.

**Canada Cement Transport Limited:**

*SIU*

dispute: C.O. appointed, 494; settlement, 1286.

**Canada Railway News Company Limited:**

*HRE*

certification application by Local 28, on behalf of a unit of restaurant employees at Great Northern Station, received, 980; withdrawn, 1141.

**Canada Steamship Lines Limited:**

*BRSC*

dispute: C.O. appointed: 755.

*NAME*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

**Canada Steamship Lines Limited—Conc  
SIU**

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

**Canadian Air Line Dispatchers' Association:  
KLM Royal Dutch Airlines**

certification application on behalf of a unit of air line dispatchers at Montreal and Dorval airports, received, 66; granted, 172.

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

*Canadian Pacific Air Lines Limited*  
dispute: C.O. appointed, 68; settlement, 270.

**Canadian Air Line Navigators' Association:  
Trans-Canada Air Lines**

dispute: C.O. appointed, 630; settlement, 756.

**Canadian Air Line Pilots' Association:**

*Canadian Pacific Air Lines Limited*  
dispute: C.O. appointed, 391; settlement, 495.

**Canadian and Catholic Confederation of  
Labour:**

brief submitted to provincial government, 712.  
37th convention, 1360.

*General President*

biographical sketch of Roger Mathieu, 1366.  
Labour Day message by Gerard Picard, 859.  
New Year's message from Roger Mathieu, 1353.

**Canadian Arsenals Limited:**

inclusion of employees of two plants under IRDI Act, 246.

*CGA*

certification application on behalf of a unit of security guards, received, 881; granted, 1139.

*IAM*

certification application on behalf of a unit of employees (Small Arms Division, Long Branch, Ont.), received, 1399.

*IUOE*

certification application by Local 796 on behalf of a unit of stationary engineers and helpers (Gun Ammunition Division, Lindsay, Ont.), received, 628; granted, 753.

dispute with Local 796: (Gun Ammunition Division, Lindsay, Ont.), C.O. appointed, 980; settlement, 1141.

*USWA*

certification application on behalf of a unit of production employees (Gun Ammunition Division, Lindsay, Ont.), received, 628; withdrawn, 882.

**Canadian Association of Administrators of  
Labour Legislation:**

annual conference, 17th, 1169.

**Canadian Association of Nuclear Energy  
Technicians and Technologists (CLC):**

*Atomic Energy of Canada Limited*

certification application by Local 1568 on behalf of a unit of technicians, received, 755; granted, 880.

**Canadian Broadcasting Corporation:**

*ANG*

dispute with Local 213: C.O. appointed, 1399; settlement, 1399.

*ARTEC*

dispute: (building and maintenance employees): C.O. appointed, 1141; settlement, 1286.

*BSEIU*

certification application by Local 204 on behalf of a unit of building service employees received, 628; granted, 753.

dispute: settlement, 68.

*IATSE*

dispute: settlement, 174.

*NABET*

dispute: C.O. appointed, 980; C.B. appointed, 1141; C.B. fully constituted, 1287.

**Canadian Brotherhood of Railway Employees  
and Other Transport Workers:**

change of name to Canadian Brotherhood of Railway, Transport and General Workers, 1107.

50th anniversary convention, 1107.

wage dispute with Canadian railways: C.B. chairman named, 17.

*B.C. Air Lines Limited*

certification application on behalf of a unit of pilots, granted, 172.

dispute: C.O. appointed, 882; settlement, 1141.

*CNR*

certification application on behalf of a unit of marine engineers on MV *Abegweit* and SS *Prince Edward Island* (Cape Tormentine-Port Borden ferry service), received, 67; representation vote ordered, 269; granted, 387.

certification application on behalf of a unit of marine, electrical and sanitary engineers aboard MV *Bluenose* (Yarmouth—Bar Harbour ferry service), received, 67; representation vote ordered, 173; granted, 268; C.O. appointed, 390; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 1021; settlement, 982.

dispute: settlement, 69.

**Canadian Brotherhood of Railway Employees and Other Transport Workers—Conc**

*Canadian Pacific Transport Company Limited*

dispute with Division 198: C.O. appointed, 882; C.B. appointed, 1141; C.B. fully constituted, 1142; C.B. report, 1399, 1400.

*National Harbours Board (Halifax)*

certification application by Local 1843 on behalf of a unit of employees: received, 67; representation vote ordered, 387; granted, 493.

*Northumberland Ferries Limited*

certification application on behalf of a unit of unlicensed personnel operating ferries between Wood Islands, P.E.I. and Caribou, N.S., received, 980; granted, 1139.

*Smith Transport Limited*

certification application on behalf of a unit of employees, received, 494; withdrawn, 629.

**Canadian Brotherhood of Railway, Transport and General Workers:**

change of name from Canadian Brotherhood of Railway Employees and Other Transport Workers, 1107.

to represent employees on canal system of St. Lawrence Seaway, formerly member of USWA, 1350.

**Canadian Chamber of Commerce:**

annual meeting, 29th, 1379.

“should prohibit strikes while contract in force”—policy statement adopted at 28th meeting of CCC, 19.

**Canadian Coachways Limited:**

*Association of Drivers of Canadian Coachways Limited*

certification application on behalf of a unit of bus drivers, received, 1139; withdrawn, 1286.

**Canadian Construction Association:**

annual meeting, 259.

brief to federal cabinet, 610.

Harold J. Ball, President, advocates immediate planning of wintertime construction program, 711, 1251; recommends doubling of building apprentices in construction trades, 1252; states number of apprentices should be doubled, 346.

**Canadian Dredge and Dock Company Limited:**

*SIU*

dispute: C.O. appointed, 882; C.B. appointed, 981; settlement, 1288.

**Canadian Federation of University Women:**

Triennial Conference, 977.

**Canadian Guards Association:**

*Canadian Arsenals Limited*

certification application on behalf of a unit of security guards, received, 881; granted 1139.

**Canadian Labour Congress:**

CLC and its office workers sign new collective agreement, 841.

meeting of Executive Council, 349.

Nelson-Trail and District Labour Council formed, 719.

obituary of Howard Conquergood, Director of Political Education Department, 1254.

Parry Sound and District Labour Council receives charter, 23.

policy statements of Executive Council, 962.

“preliminary and exploratory meeting *re* overlapping jurisdiction on St. Lawrence Seaway, attended by CLC, IBT and ILA officials; all-out organization drive planned, 844.

reconstituted Kapuskasing Labour Council and Newcastle-Chatham and District Labour Council, 719.

second constitutional convention, 587.

wage—price—profit probe urged by Executive Council, 580.

*Northspan Uranium Mines Limited*

dispute with Local 1554: C.O. appointed, 68; settlement, 270.

*President*

addresses by Claude Jodoin to CLC convention, 593; to ILO, 749; to convention of OFL, 1372; to QFL, 43.

Labour Day message from Claude Jodoin, 857.

message of Claude Jodoin to convention of N.B. Federation of Labour, 1126.

New Year's message from Claude Jodoin, 1352.

*Secretary-Treasurer*

address by Donald MacDonald to AFL-CIO convention, 50.

*Union Label Trades Department*

first convention, 607.

*Vice-President*

address by Gordon Cushing to CLC convention, 599.

**Canadian Manufacturers' Association:**

annual meeting, 730.

“Buy Canadian” drive launched by CMA, 475.

CMA's tenth annual survey of breakdown of sales dollar in industry, 581.

current labour unrest “deplorable” says Ian F. McRae, President, 1253.

President says management acting to increase employment, 1346.



**Canadian Manufacturers' Association—Conc**

Thomas Edmondson elected chairman of Ontario Division, 583; other officers elected, 583.

**Canadian Merchant Service Guild:****British Columbia Towboat Owners' Association**

dispute: C.O. appointed, 1399.

**CNR (Barge and Ferry Service, Port Mann, B.C.)**

dispute: C.B. fully constituted, 69; C.B. report received, 756, 761.

**CNR (Pacific Coast Service)**

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

**CPR (B.C. Coast Steamship Service)**

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

**Hindman Transportation Company Limited**

certification application on behalf of a unit of deck officers, excluding the master, on MV *George Hindman*, received, 1285; granted, 1396.

**Shell Canadian Tankers Limited**

dispute: employees on MV *Western Shell*; C.B. fully constituted, 69.

**Tidewater Shipping Company**

dispute: C.B. fully constituted, 883; C.B. report, 1287, 1288; settlement, 1288.

**Union Steamships**

dispute: C.B. fully constituted, 883; C.B. report, 1287, 1288; settlement, 1288.

**Westward Shipping Limited**

dispute: employees on MV *Britamerican*; C.B. fully constituted, 69; C.B. report, 496, 499. dispute: employees on MV *Standard Service* and MV *B.C. Standard*: C.B. fully constituted, 68; C.B. report, 496, 499.

**Canadian National Railway System Federation No. 11:**

wage dispute with Canadian railways: C.B. chairman named, 17.

**Canadian National Railways:**

CNR safety committee at Stratford, Ont., wins three awards, 24.

**CBRE**

certification application on behalf of a unit of marine engineers on MV *Abegweit* and SS *Prince Edward Island* (Cape Tormentine-Port Borden ferry service), received, 67; representation vote ordered, 269; granted, 387.

**Canadian National Railways—Conc****CBRE—Conc**

certification application on behalf of a unit of marine, electrical and sanitary engineers aboard MV *Bluenose* (Yarmouth—Bar Harbour ferry service), received, 67; representation vote ordered, 173; granted, 268; C.O. appointed, 390; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 1021; settlement, 982.

**NAME**

certification application on behalf of a unit of marine engineers on MV *Abegweit* and SS *Prince Edward Island* (Cape Tormentine-Port Borden ferry service), received, 67; representation vote ordered, 269; granted, 387.

certification application on behalf of a unit of marine, electrical and sanitary engineers aboard MV *Bluenose* (Yarmouth—Bar Harbour ferry service), received, 67; representation vote ordered, 173; granted, 268.

**Canadian National Railways (And Others):****Joint Negotiating Committee representing a number of labour organizations**

dispute involving employees on Canadian National Railways; Canadian Pacific Railway Co.; Toronto, Hamilton and Buffalo Railway Co.; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba; Railway Express Agency, Inc. (non-operating employees); C.B. appointed, 175; C.B. fully constituted, 391-92; C.B. report, 982, 996; minority report, 1148.

**Canadian National Railways (Atlantic and Central Regions):****BLE**

dispute: C.O. appointed, 755.

**Canadian National Railways (Atlantic, Central and Western Regions, including Newfoundland District):****BLFE**

dispute: C.O. appointed, 391; C.B. appointed, 630; C.B. fully constituted, 756.

**Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.):****CMSG**

dispute: C.B. fully constituted, 69; C.B. report, 756; 761; settlement, 1400.

**NAME**

dispute: C.B. fully constituted, 69; C.B. report, 756, 761; settlement, 1400.

**Canadian National Railways (Bessborough Hotel):****CBRE**

dispute: settlement, 69.

**Canadian National Railways (Montmorency Subdivision):****BLFE**

dispute: C.B. appointed and fully constituted, 1286.

**Canadian National Railways (Newfoundland District):****BLE**

certification application on behalf of a unit of locomotive engineers, received, 882; representation vote, 1139; rejected, 1398.

**BLFE**

certification application on behalf of a unit of locomotive engineers, received, 882; representation vote, 1139; rejected, 1398.

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

dispute with Local 846: C.O. appointed, 755.

**Canadian National Railways (Pacific Coast Service):****CMSG**

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

**NAME**

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

**Canadian National Steamship Company:****SIU**

dispute: C.B. report, 392, 397; strike following board procedure, 757; administrator appointed, 982.

**Canadian National Telegraph Company:****CTU**

certification application by Canadian National System Division No. 43 on behalf of a unit of employees engaged in the maintenance and operation of its micro-wave systems in Ontario and Quebec, received, 270; granted, 387.

certification application by Canadian National System Division No. 43 on behalf of a unit of messengers using motor vehicles, granted, 269; received, 270.

dispute: (motor messengers, Division 43): C.O. appointed, 980.

**Canadian Nurses' Association:**

meeting, 50th anniversary, 852, 864.

**Canadian Pacific Air Lines Limited:****CALFAA**

dispute: C.O. appointed, 68; settlement, 270.

**CALPA**

dispute: C.O. appointed, 391; settlement, 495.

**HRE**

dispute with Local 28: settlement, 68.

**Canadian Pacific Railway:**

firemen on diesels—CPR—views expressed by CLC, 591.

Robert Knowlton Smith, QC, LLD, appointed administrator of strikebound CPR ships under provisions of Act, 838.

termination of strike over diesel issue (CPR), 577.

**BLFE**

dispute: Royal Commission report, 256; strike following R.C. report, 757.

**BRSC**

certification application on behalf of a unit of employees (Office of Data Centre at Montreal), received, 755; representation vote, 880; granted, 979.

certification application by a unit of employees (Office of Data Centre at Saint John, N.B.), representation vote ordered, 173; granted, 753.

**BRT**

dispute: (Dining, Cafe and Buffet Car Employees), C.B. appointed, 883; C.B. fully constituted, 981.

**IAM**

certification application by Beaver Lodge No. 182 on behalf of a unit of equipment shop employees, Vancouver, rejected, 65.

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

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

**NAME**

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

**SIU**

dispute: C.B. report, 392, 397; strike following board procedure, 757; I.I.C. appointed, 757; administrator appointed, 982.

**Canadian Pacific Transport Company Limited:****CBRE**

dispute with Division 198: C.O. appointed, 882; C.B. appointed, 1141; C.B. fully constituted, 1142; C.B. report, 1399, 1400.

**Canadian Railway Board of Adjustment No. 1:**  
summary of decisions, 271, 638.

**Canadian Stevedoring Company Limited:**  
*ILWU*

certification application by Local 506 on behalf of a unit of checkers at National Harbours Board docks in Vancouver, granted, 172.

dispute with Local 507: C.O. appointed, 630; C.B. appointed, 1141.

certification application by Local 509 on behalf of a unit of dispatched longshoremen: granted, 65.

dispute with Local 509: C.O. appointed, 980.

certification application by Local 512 on behalf of a unit of warehouse employees, Vancouver: granted, 65.

**Cape Breton Broadcasters Limited:**

*IATSE*

dispute: settlement, 68.

**Cayuga Steamship Company Limited:**

*SIU*

dispute: C.O. appointed, 494; settlement, 1286.

**Central Mortgage and Housing Corporation:**

*UMWA*

certification application by Local 139-J, United Construction Workers' Division of District 50, on behalf of a unit of building service employees at Villeray Terrace project in Montreal, received, 174; granted, 268.

**Certification:**

*Legal Decisions*

Alta. Supreme Court quashes certification order on the ground that the Board of Industrial Relations erred in law, 505.

B.C. Court of Appeal dismisses appeal from judgment that quashed a certification order of LRB, 409.

Ont. High Court holds Labour Relations Board failed to perform statutory duty to hear certification application, 643.

Que. Court of Queen's Bench holds LRB acted within its jurisdiction in granting certification to union, 1407.

**Chalk River Atomic Energy Draftsmen:**

*Atomic Energy of Canada Limited*

certification application by Local 1569 on behalf of a unit of draftsmen, received, 881.

**Chemical Industry:**

See also International Labour Organization—Chemical Industries Committee.

*Ontario*

night school course for chemical technicians conducted at Cornwall, 347.

**Child Labour:**

*Alberta*

views expressed by Alberta Federation of Labour, 142.

**Childhood:**

The Evolution and Application in Canada of Rights Relating to Motherhood and Childhood, 1236.

**Child Welfare Laws and Regulations:**

*Manitoba*

Child Welfare Act. regulations, 645.

Workmen's Compensation Act. amendment *re* children's pensions, 765.

*Prince Edward Island*

Workmen's Compensation Act. amendment *re* children's pensions, 766.

**Chrysler Corporation:**

*UAW*

3-year agreement signed, 1260.

**Civil Defence Laws and Regulations:**

*British Columbia*

Civil Defence Act. regulations, 1033, 1411.

**Civil Service:**

See Workmen's Compensation.

**Civil Service Association of Canada:**

*re* formation, 24.

**Civil Service Association of Ottawa:**

merger with ACSC into Civil Service Association of Canada, 24.

**CKVL:**

*NABET*

application for review of decision *re* extension of scope of existing certificate, 174; request for review of decision withdrawn, 389.

**Clarke Steamship Company:**

*BRSC*

dispute: C.O. appointed, 882; settlement, 882.

*UMWA*

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

**Coal Mining:**

*Canada*

annual survey of Canadian coal mines operating costs and revenues, 1102.

**Coal Mining Laws and Regulations:**

*Alberta*

Coal Mines Regulation Act. regulations, 190, 279, 645.

**Coal Mining Laws and Regulations—Conc***Nova Scotia*

Coal Mines Regulation Act. amended, 1289.

**Collective Bargaining:***Canada*

inclusion of employees of two plants of Canadian Arsenals Limited under IRDI Act, 246.  
productivity index valuable guide in collective bargaining negotiations, 839.  
proceedings under the "Collective Agreement Act, Quebec" regular feature.

*United States*

AFL-CIO executive committee recognizes Field Representatives Federation as collective bargaining representative for its organizing staff, 583.  
bargaining up to labour and management—Nathan P. Feinsinger, permanent umpire in General Motors—UAW disputes, 19.  
elections conducted by NLRB at six-year high, 963.  
non-profit dental insurance for members of N.Y. local of OACAWIU and Helena Rubinstein Inc., 1108.

**Collective Labour Agreements:**

See also Collective Bargaining.

*Canada*

"should prohibit strikes while contract in force"—policy statement adopted at 28th meeting of CCC, 19.

*United States*

long-term agreements signed or re-opened in 1956-1957 in New York state, 839.  
wages unchanged in new UAW-Kelvinator contract, 968.

**Legal Decisions**

Supreme Court of Canada rules that union president exceeded powers in extending the validity of a collective agreement, 407.  
Ont. High Court of Justice dismisses company's application to quash award of umpire appointed under collective agreement, 186.

**Provisions***Canada*

CLC and its office workers sign new collective agreement, 841.  
drop escalator clause in new contract between IUBW and Brewers Warehousing Limited, 1103.  
26 firms engaged in erection and field construction of boilers and pressure vessels across Canada, with the exception of British Columbia, signed by I.B.B., 963.

**Collective Labour Agreements—Conc***British Columbia*

"moonlighting" prohibited under provisions of agreement between city of Prince Rupert and Prince Rupert Civic Employees Union, Local 5, 963.

*Israel*

Collective Agreements Act, 1957, passed, 584.

*United Kingdom*

agreement covering one-man operation of passenger and freight diesels, 140, 246.

*United States*

all U.S. auto firms sign similar pacts with UAW, 1260.  
AFL-CIO signs agreement with Field Representatives Federation, 1106.  
Ford—UAW agreement may set industry pattern, 1103.  
GM and URW income security plan under terms of new contract, 964.  
off-the-job training plan included in new contract between Fisher Flouring Mills Company, Seattle, Washington, and American Federation of Grain Millers, 842.  
longer paid vacations indicated in study on paid vacations in major union contracts, 1350.  
non-profit dental insurance for members of N.Y. local of OACAWIU and Helena Rubinstein Inc., 1108.

**Colombo Plan:**

Canada's contribution, 23, 967.  
1,000th trainee in Canada under Colombo Plan, 1101.

Prime Minister John Diefenbaker says Canada will increase aid, in address to the Commonwealth Conference on Trade and Economic Affairs, 1101.

**Colonial Steamships Limited:****NAME**

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

**SIU**

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

**The Commercial Cable Company:****NAME**

certification application on behalf of a unit of marine engineers on cable ship *John W. Mackay*, received, 388.

**Commercial Telegraphers' Union:****Canadian National Telegraph Company**

certification application by Canadian National System Division No. 43 on behalf of a unit of employees engaged in the maintenance and operation of its micro-wave systems in Ontario and Quebec, received, 270; granted, 387.

certification application by Canadian National System Division No. 43, on behalf of a unit of messengers using motor vehicles, granted, 269; received, 270.

dispute: (motor messengers, Division 43): C.O. appointed, 980.

**Trans-Canada Air Lines**

request for review of decision, 66.

**Communications Workers of America:****Northern Electric Company Limited**

certification application by Local C-4 on behalf of a unit of telephone and micro-wave equipment installers in its Western Division, Toronto, received, 174; rejected, 270.

**T. Connors Diamond Drilling Company Limited:****IUMMSW**

certification application by Local 1005 on behalf of a unit of employees, received, 1140; withdrawn, 1286.

**Consolidated Denison Mines Limited:****USWA**

certification application on behalf of a unit of production employees, received, 980; representation vote ordered, 1396; rejected, 1398.

**Construction Contractors:****UBCJA**

dispute with Local 2499: C.O. appointed, 755; settlement, 882.

**Construction Industry:**

See also Canadian Construction Association.

**Canada**

enough construction workers to meet all demands, 843.

skilled construction workers in demand across Canada, 966.

**United States**

meeting of AFL-CIO Building and Construction Trades Department, 51.

**Credit Unions:****Canada**

increase in membership, 1103.

**Crown Corporations:****Manitoba**

Labour Relations Act. amended, 891.

**Cullen Stevedoring Company Limited:****ILA**

dispute with Local 1842: C.B. appointed, 68; C.B. fully constituted, 175; C.B. report, 392, 406; settlement, 631.

request for review of application under Section 61 (2) 1285; granted, 1398.

**D****Davie Transportation Limited:****SIU**

dispute: C.O. appointed, 494; C.B. appointed, 630; C.B. fully constituted, 630.

**Dawson and Hall Limited:****IUOE**

certification application by Local 115 on behalf of a unit of construction equipment operators, received, 1139; rejected, 1398.

**Deluxe Transportation Limited:****IBT**

dispute with Local 419: C.B. fully constituted, 175; C.B. report, 631, 637; settlement, 982.

**Department of Labour:****Canada**

Canadian representative, Mrs. Harry S. Quart, MBE, accompanied by Miss Marion Royce, Director, Women's Bureau, Department of Labour, at convention in Geneva, 246.

text of talk in radio series on "Prejudice and Discrimination", 34.

**Deputy Minister**

A. H. Brown attends 42nd International Labour Conference, 621.

Gordon Cushing appointed Assistant Deputy Minister, 341.

M. M. Maclean retires as Assistant Deputy Minister, 473.

prevailing rate problem "difficult" says Gordon Cushing, Assistant Deputy Minister of Labour, 966.

**Economics and Research Branch**

publishes—"The Canadian Labour Force, 1957", 354; "Canadians Studying in the United States", 379; "Skilled and Professional Manpower in Canada, 1945-65", 351; "Technological Changes and Skilled Manpower: Summary Report on the Household Appliance Industry", 1110.

**Library**

A Bibliography on Human Rights—compiled in the Library of the Department of Labour, 1246.

"Publications Recently Received" monthly feature.

**Department of Labour—Conc***Minister*

- address by Hon. Michael Starr to CLC convention, 596.
- address by Hon. Michael Starr, to Canadian National Exhibition, 961.
- address by Hon. Michael Starr, to ILO, 748.
- address by Hon. Michael Starr, to Montreal Personnel Association, 18.
- address by Hon. Michael Starr, to National Winter Employment Conference, 847.
- Hon. Michael Starr announces withdrawal of Hon. Charles P. McTague, Q.C., from chairmanship of conciliation board, 140.
- Hon. Michael Starr attends 42nd International Labour Conference, 621.
- Hon. Michael Starr says housing important source of jobs, in address to Home Builders' Association of Ottawa, 1101.
- in letter to businessmen and householders, Hon. Michael Starr urges plans for winter work to aid unemployment, 17.
- Labour Day message by Hon. Michael Starr, 856.

*Vocational Training*

- C. Ross Ford named Chief, Vocational Training Branch, Department of Labour, 579.

*Women's Bureau*

- report of Director on vocational training for older married women re-entering the labour force, 1355.
- "With the Women's Bureau" monthly feature.

**Department of Labour—University Research Program:**

- See Labour Department—University Research Program.

**Dew Moving and Warehousing Limited:***IBT*

- certification application by Local 419 on behalf of a unit of employees, received, 754; representation vote, 880; granted, 979.

**Diesel Power:***Canada*

- Royal Commission Report on Firemen on Diesel Locomotives, 256.

**Dinamac Tanker Service:***SIU*

- dispute: settlement, 174.

**Disabled Persons:**

- See also National Advisory Committee on the Rehabilitation of Disabled Persons.

*Canada*

- Second Atlantic Region Workshop on Rehabilitation of Disabled Persons, 1392.

**Disabled Persons—Conc***Canada—Conc*

- two members of trade union in Vancouver are handicapped persons, 618.

*United Kingdom*

- employment of handicapped, 618.
- Remploy, British non-profit company set up under Disabled Persons (Employment) Act 1944, 976.

*United States*

- U.S. group urges expansion of training programs for disabled, 1278.

**Disabled Persons Allowances:**

- views expressed at CLC convention, 604.

**Discrimination in Employment:**

- Convention and Recommendation on discrimination in employment and occupation, adopted at 42nd Conference of ILO, 866, 874.

*Canada*

- Canadian legislation and measures prohibiting discrimination in employment, 1221.
- Prejudice and Discrimination—series of five radio talks prepared by Department of Labour, 34.
- radio broadcasts sponsored by Department of Labour, 161.

*British Columbia*

- brief of Human Rights Committee of B.C. Federation of Labour submitted to provincial Cabinet, 1258.

*United States*

- 10th annual meeting of the Conference of Commissions Against Discrimination, 709.

*Laws and Regulations**Ontario*

- Act passed to provide for establishment of Ontario Anti-Discrimination Commission, 344.
- Fair Accommodation Practices Act: views expressed by Federation of Labour, 141.

*United States*

- Fair Employment Practices Act in effect in 13 states, 1027.
- New York state bans discrimination against older workers, 480.
- New York Fair Employment Practices Act: amended, 965.

*Legal Decisions*

- U.S. Supreme Court rules that bargaining agent cannot discriminate against members of the unit on the basis of race, 79.

**Diseases. Industrial:**

- See Workmen's Compensation.

**Division No. 4, Railway Employees' Department (AFL-CIO):**

wage dispute with Canadian railways: C.B. chairman named, 17.

**Dominion Coal Company:***ILA*

dispute with Local 1546: C.O. appointed, 174; settlement, 174.

**Drinkwater, W. S., Editor, Labour Gazette:**

appointment, 350.

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

certification application by Local 605 on behalf of a unit of drivers and warehousemen, received, 1285; granted, 1396.

**Eastern Air Lines, Inc.:***IAM*

application for revocation of certification on behalf of a unit of clerical and traffic personnel employed at Montreal Airport, Montreal Ticket Office, Montreal Reservations and Communications, Uplands Airport and Ottawa Ticket Office, received, 755; granted, 880.

**Eastern Canada Stevedoring Company Limited:***ILA*

dispute with Local 1842: C.B. appointed, 68; C.B. fully constituted, 175; C.B. report, 392, 406; settlement, 631.  
dispute with Local 1845: C.O. appointed, 882; settlement, 882.  
request for review of application under Section 61 (2) 1285; granted, 1398.

**Economic Development:**

Defence Against Inflation—report of U.S. Committee on Economic Development, 970.

**Economics:***Canada*

home economics education in Canada, 863.  
technology solution to swings of economic pendulum—N.R. Crump, CPR president, 140.

**Education:***Canada*

Canada fails to educate everyone with ability says S. H. Deeks, Executive Director, Industrial Foundation on Education, 584.  
Canadian Conference on Education, 373.  
views expressed at CLC convention, 606.

**Eldorado Mining and Refining Limited:***OCAWIU*

certification application on behalf of a unit of employees, received, 755; rejected, 979.

**Eldorado Mining and Refining Limited—Conc  
*UMWA***

certification application by Local 13173: received, 755; rejected, 979.

dispute with Local 13173: C.O. appointed, 882.

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

Electrical Protection Act. amended, 410, 1166.

**Electronic Computers:**

"savings in labour costs don't pay for computer", 350.

**Electronics:***Canada*

case study of manpower effects of electronic installation, 837.

**Elevators:***Laws and Regulations**Nova Scotia*

Elevators and Lifts Act. regulations, 1411.

**Elliot Lake-Stanleigh Office Workers' Union (CLC):****Stanleigh Uranium Mining Corporation Ltd.**

certification application by Local 1574, on behalf of a unit of office employees, received, 980; granted, 1139.

**Empire Stevedoring Company Limited:***ILWU*

certification application by Local 512 on behalf of a unit of dock machine operators, Vancouver, rejected, 65.

dispute with Local 507: C.O. appointed, 630; C.B. appointed, 1141.

**Employee Welfare:**

Welfare and Pension Plans Disclosure Act passed by U.S. Congress, 1129.

**Employment:**

Current Manpower and Labour Relations Review. (monthly feature).

*Statistics*

"Labour Statistics: C-Employment, Hours and Earnings" monthly feature.

See also Sheltered Employment.

**Employment Opportunities:***Canada*

Employment Conditions in 1957, 151.

*Ontario*

2,350 persons in Ontario given employment under provincial Government's winter unemployment program, 343.

works program to provide 235,000 jobs provided for in 1958-59 provincial budget, 343.

**Employment Opportunities—Conc***Statistics*

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

**Employment Security:**

*See* International Association of Personnel in Employment Security.

**Employment Standards:**

*See* Labour Laws and Regulations.

**Engineers:***Canada*

enrolment 12 per cent higher in 1957, 22.

*Laws and Regulations**Ontario*

Operating Engineers Act. regulations, 193.

**Equal Pay for Equal Work:**

on agenda of 12th Session, U.N. Commission on the Status of Women, 264.

*Canada*

equal pay legislation, 1227.

*United States*

equal pay legislation, 381.

**Escalator Clauses:**

*See* Wage Adjustments.

**Excavating Machinery:***Laws and Regulations**Ontario*

Trench Excavators Protection Act. amended, 345, 895.

**F****Factory Laws and Regulations:***Alberta*

Factories Act. regulations, 190.

*British Columbia*

Factories Act. regulations, 191.

**Fair Employment Practices:**

*See* Discrimination in Employment.

**Fair Wages:***Laws and Regulations**Manitoba*

Fair Wage Act. regulations, 777.

**Farm Income:**

*See* Income.

**Featherbedding:***U.S.A.*

National Constructors Association and AFL-CIO Building Trades Department reach agreement to end featherbedding, 254.

**Federal-Provincial Farm Labour Conference:**

15th annual conference, 29.

**Federation of Building Trades Unions:***Ontario*

formation, 347.

**Finance:***Canada*

Financial Administration Act. regulations, 187, 278, 776.

Financial Administration Act. Prevailing Rate Employees General Regulations amended, 1293.

**Fire Departments:***Ontario*

Fire Departments Act. amended, 895.

**First Aid:**

*See* Safety, Industrial.

**Fishermen:***Canada*

Unemployment Insurance Act. amended to provide for payment of benefit to fishermen, 188.

**Forced Labour:**

Austria and Haiti ratify ILO forced labour convention, 384.

Israel ratifies ILO Convention on the Abolition of Forced Labour, 624.

United Kingdom and Denmark ratify ILO forced labour convention, 266.

**Ford Motor Company:**

Ford—UAW agreement may set industry pattern, 1103.

**Fort William—Port Arthur and District Labour Council:**

urges abolition of moonlighting, 1102.

**France:**

studies on problems related to work places and placement of young people, conducted by Department of Labour and Social Welfare, 842.

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

certification application by Local 419 on behalf of a unit of employees, received, 880; granted, 979.

**Freedom of Association:**

*See* Right of Association.

**Fringe Benefits:**

*See* Benefits.



**Fuel Laws and Regulations:***Ontario*

Fuel Board Act. regulations, 83; amendment, 281.

**Full Employment:**

See Guaranteed Employment and Wages.

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

Gas Protection Act. regulations, 411, 1411.

*Manitoba*

Gas and Oil Burner Act. amended, 191; regulations, 280.

**General Motors Corporation:***UAW*

3-year agreement signed, 1260.

*URW*

GM and URW income security plan under terms of new contract, 964.

**General Teamsters' Union:***Hill the Mover (Canada) Limited*

dispute with Local 31: C.O. appointed, 755; settlement, 882.

certification application by Local 885 on behalf of a unit of employees operating in and out of Victoria, received, 67; granted, 172.

**Giant Yellowknife Gold Mines Limited:***IUMMSW*

dispute: C.O. appointed, 494; settlement, 630.

**Gill Interprovincial Lines Limited:***IAM*

certification application on behalf of a unit of garage mechanics (Division 1857) received, 980; withdrawn, 1141.

certification application by Lodge 1857 on behalf of a unit of mechanics, received, 1140; granted, 1396.

*IBT*

dispute with Local 605: C.O. appointed, 174; settlement, 495.

**Goodyear Tire and Rubber Company of Canada Limited:**

3-year supplementary s.u.b. plan accepted by UAW local, 144.

**Government Employees:***Canada*

CLC viewpoint, 605.

**Greyhawk Uranium Mines Limited:***IUMMSW*

dispute: settlement following board procedure, 175.

**Gross National Product:**

See National Product.

**Guaranteed Employment and Wages:***Canada*

UAW plans program of public works and conference on full employment, 840.

*United States*

s.u.b. payments reduced by some large steel and aluminum companies, 718.

union-management unemployment benefit funds help thousands of jobless, 144.

**Gulf Ports Steamship Company Limited:***UMWA*

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

**H****Hall Corporation of Canada:***NAME*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

*SIU*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

**Hall Limited:***UBCJA*

dispute with Local 2499: C.O. appointed, 755; settlement, 882.

**Handicapped:**

See Disabled Persons.

**Health Insurance:**

See Insurance, Health.

**Health, Public:**

See Public Health.

**Helena Rubinstein Inc.:**

non-profit dental insurance for members of N.Y. local of OACAWIU and Helena Rubinstein Inc., 1108.

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

certification application by Local 31 (General Truck Drivers' and Helpers' Union) on behalf of a unit of employees employed in sub-branch at Chilliwack, B.C., granted, 1396; received, 1399.

dispute with Local 31 (General Truck Drivers' and Helpers' Union), C.O. appointed, 755; settlement, 882.

**Hill the Mover (Canada) Limited—Conc****IBT—Conc**

certification application by Local 31 (General Truck Drivers' and Helpers' Union) on behalf of a unit of employees operating in and out of its Vancouver Terminal, received, 270; granted, 387.

dispute with Local 419: C.O. appointed, 1141. certification application by Local 885 on behalf of a unit of employees operating in and out of Victoria, received, 67; granted, 172.

certification application by Local 979 on behalf of a unit of employees, received, 628; granted, 880.

dispute with Local 979: C.O. appointed, 1399.

**Hindman Transportation Company Limited:****CMSG**

certification application on behalf of a unit of deck officers, excluding the master, on *MV George Hindman*, received, 1285; granted, 1396.

**Hoffa, James R., President, International Brotherhood of Teamsters:**

takes over presidency but board of monitors appointed, 143.

**Holden Sand and Gravel Limited:****SIU**

dispute: C.O. appointed, 494; settlement, 1286.

**Holidays:**

*See also Vacations.*

**Canada**

federal Annual Vacations Act proclaimed, 837.

**Australia**

Code provides 13 weeks' leave after 20 years' service for employees, in agreement reached between representatives of employers' organizations and Australian Confederation of Trade Unions, 963.

**Hospital Insurance:**

*See Insurance, Health.*

**Hospitalization Insurance:**

*See Insurance, Hospitalization.*

**Hospitals:**

views expressed by CCCL convention, 1367.

**Ontario**

Workmen's Compensation Act. regulations *re* coverage, 766.

**Hotel and Restaurant Employees' and Bartenders' International Union:****Canada Railway News Company Limited**

certification application by Local 28, on behalf of a unit of restaurant employees at Great Northern Station, received, 980; withdrawn, 1141.

**Hotel and Restaurant Employees' and Bartenders' International Union—Conc****Canadian Pacific Air Lines Limited**

dispute with Local 28: settlement, 68.

**Hours of Work:**

discussion at ILO meeting, 383.

ILO adopts Convention on Wages, Hours of Work and Manning, 623.

two international unions, BRC and ILGWU, seek shorter work week, 1348.

**Canada**

views expressed at CLC convention, 602.

**United States**

guaranteed work year won by sugar industry workers (UPWA), 581.

resolution adopted at AFL-CIO convention, 50.

**Laws and Regulations****Alberta**

Labour Act. regulations, 190, 512.

**British Columbia**

Hours of Work Act. regulations, 81, 516, 1294.

**Saskatchewan**

Hours of Work Act. regulations, 83, 282, 780; amended, 582.

**Statistics**

"Labour Statistics: C-Employment, Hours and Earnings" monthly feature.

**Housework:**

the money value of housework discussed in article "The Economics of Housework", 973.

**Housing:**

housing starts increase in Canada, United States and Great Britain, 922.

**Canada**

Hon. Michael Starr says housing important source of jobs, in address to Home Builders' Association of Ottawa, 1101.

9-month totals (1958), 24.

views expressed at CLC convention, 590.

views expressed by CCA, 259.

**New Brunswick**

views expressed by Federation of Labour, 250.

**Ontario**

Fair Accommodation Practices Act: views expressed by Federation of Labour, 141.

**United States**

resolution adopted at AFL-CIO convention, 50.

**Hudson, Harold C., Assistant Co-ordinator of Rehabilitation, Department of Labour:**

retirement, 344.

**Hull City Transport Limited:***AASERE*

certification application on behalf of a unit of bus operators and garage employees (Division 591), received, 980; representation vote, 1396; rejected, 1398; withdrawn, 1399.

**Human Rights:**

A Bibliography on Human Rights—compiled in the Library of the Department of Labour, 1246.

brief of Human Rights Committee of B.C. Federation of Labour submitted to provincial Cabinet, 1258.

Universal Declaration of Human Rights—10th anniversary, 1215.

**Husband Transport Limited:***IBT*

certification application by Local 106 on behalf of a unit of employees operating in and out of Montreal terminal, received, 1139; representation vote, 1398.

**I****Immigration and Emigration:***Canada*

immigrants add most to labour force growth, 139.

immigration in 1957, 247.

immigration during first nine months of 1957, 23.

views of CLC, 602.

**Imperial Oil Limited:***SIU*

application for revocation of certification on behalf of a unit of employees, 1141; representation vote, 1397; application for revocation granted, 1398.

dispute: employees on MV *Imperial Nanaimo*, MV *Imperial Namu* and Barge No. 10: C.B. report, 392, 394.

**Imports:***Canada*

record total in first nine months of 1957, 25.

**Income:***Canada*

farm cash income lower in first nine months of 1957, 25.

labour income in February, 1958, 475.

labour income in 1957, 343, 583.

*United Kingdom*

first report of Council on Prices, Productivity and Incomes, 481.

**Income—Conc***Statistics*

“Labour Statistics: B-Labour Income” monthly feature.

**Income Security:**

GM and URW income security plan under terms of new contract, 964.

**Industrial Accident Prevention Associations of Ontario:**

annual meeting, 480.

**Industrial Diseases:**

*See* Workmen’s Compensation.

**Industrial Disputes:**

*See* Labour Disputes; Railroad Disputes.

**Industrial Relations:**

discussion at ILO meeting, 383.

*See also* Labour Department—University Research Program; Laval University—Industrial Relations Department; McGill University—Industrial Relations Centre; Select Committee on Labour Relations.

*British Columbia*

views of Federation of Labour, 20.

*Canada*

current labour unrest “deplorable” says Ian F. McRae, President, CMA, 1253.

employer-employee relations session at meeting of CCC, 1379, 1384.

industrial relations conference of CMA, 730.

*Industrial Relations in Canada*—book initiates series on Canadian labour-management relations, 23.

labour-management negotiations in 1957, 152.

labour relations legislation in 1958 in Prince Edward Island, Ontario, Manitoba and Saskatchewan, 891.

labour relations training for graduating engineers and scientists, urged by Donald Gordon, CNR President, 480.

third annual Labour-Management Conference, sponsored by McGill University, CCCL, QFL and Montreal Board of Trade, 613.

views of CCA, 259.

views of Personnel Association of Toronto, 614.

Current Manpower and Labour Relations Review. (monthly feature).

*Ontario*

Select Committee of the Ontario Legislature on Labour Relations to be reconstituted, 345.

*Quebec*

views of QFL, 1256.

*Israel*

Settlement of Labour Disputes Act, 1957, passed, 584.

**Industrial Relations—Conc***United States*

rackets committee (U.S. Senate Select Committee on Improper Activities in Labour or Management Field—McClellan Committee) issues interim report, 476.

skilled tradesmen in automobile industry seek separation from UAW, 617.

skilled workers' petition for union representation other than UAW denied by NLRB, 719.

*Laws and Regulations*

See Labour Laws and Regulations.

*Legal Decisions*

Ont. High Court issues *mandamus* order to Labour Relations Board to consider employer's application for the decertification of a union, 1291.

Sask. Court of Appeal confirms principle that, in *certiorari* proceedings, Court cannot sit in appeal from Labour Board's decision, 897.

**Industrial Standards:**

See Labour Standards.

**Inflation (Finance):**

Defence Against Inflation—report of U.S. Committee on Economic Development, 970.  
labour costs and inflation—address by Dr. Jules Backman at CMA general meeting, 733.

**Injunctions, Labour:**

views of CLC, 603.

*Newfoundland*

views expressed by Federation of Labour, 250.

*Legal Decisions*

B.C. court dissolves injunction against picketing by union of plumbers and pipefitters after legal lockout, 1406.

Ont. High Court of Justice confirms injunction on ground that object of picket line not solely to communicate information, 1029.

Ont. High Court of Justice confirms injunction restraining picketing on ground of interference with contractual rights, 1030.

**Insurance, Health:**

views of CLC, 603.

*Alberta*

details of health plan, 476.

*Manitoba*

hospital insurance plan, 341.  
details on health plan, 476.

*New Brunswick*

details of health plan, 476.

*Nova Scotia*

N.S. 7th province to enter federal-provincial hospital insurance scheme, 1259.

**Insurance, Health—Conc***Ontario*

first formal Hospital Insurance Agreement with federal Government signed, 341.

*United States*

insurance companies tailor health insurance to help older workers and retired persons, 476.  
non-profit dental insurance for members of N.Y. local of OCAWIU and Helena Rubinstein Inc., 1108.

*Laws and Regulations**Manitoba*

legislation to implement entrance into national health plan, forecast, 246.

*New Brunswick*

legislation to implement entrance into national health plan, forecast, 246.

**Insurance, Hospitalization:***Laws and Regulations**Canada*

National Hospital Insurance Scheme in effect in five provinces, 715.

*Ontario*

Ontario Hospital Service Commission Regulations, 516.

**Inter Island Steamship Company Limited:***UMWA*

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

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

dispute: settlement, 174.

*Cape Breton Broadcasters Limited*

dispute: settlement, 68.

**International Association of Machinists (AFL-CIO-CLC):**

70th anniversary, 584.

wage dispute with Canadian railways: C.B. chairman named, 17.

*Canadian Arsenal Limited*

certification application on behalf of a unit of employees (Small Arms Division, Long Branch, Ont.), received, 1399.

*Canadian Pacific Railway Company*

certification application by Beaver Lodge No. 182 on behalf of a unit of equipment shop employees, Vancouver, rejected, 65.

**International Association of Machinists (AFL-CIO-CLC)—Conc***Eastern Air Lines, Inc.*

application for revocation of certification on behalf of a unit of clerical and traffic personnel employed at Montreal Airport, Montreal Ticket Office, Montreal Reservations and Communications, Uplands Airport and Ottawa Ticket Office, received, 755; granted, 880.

*Gill Interprovincial Lines Limited*

certification application on behalf of a unit of garage mechanics (Division 1857), received, 980; withdrawn, 1141.

certification application by Lodge 1857 on behalf of a unit of mechanics, received, 1140; granted, 1396.

*Maritime Central Airways*

certification application on behalf of a unit of ground service personnel at Charlottetown, P.E.I., Moncton, N.B., Montreal, Que., Frobisher, N.W.T., and Goose Bay and Gander, Nfld., granted, 172.

*Nordair Limited*

certification application on behalf of a unit of maintenance and ground service personnel, received, 628; cross-application with NMA, rejected, 754; rejected, 979.

*Pacific Western Airlines Limited*

certification application on behalf of a unit of employees, received, 628; withdrawn, 629.

certification application on behalf of a unit of employees, received, 754; representation vote ordered, 880.

*Quebec North Shore and Labrador Railway Company*

dispute with Lodge 767: C.O. appointed, 68; C.B. appointed, 175; C.B. fully constituted, 271; C.B. report, 756, 757; settlement, 883.

*Trans-Air Limited*

certification application on behalf of a unit of maintenance and ground personnel, received, 628; received, 754; withdrawn, 755; granted, 880.

*Trans-Canada Air Lines*

request for review of decision, 66.

**International Association of Personnel in Employment Security:**

annual convention, 45th, 854.

**International Brewery and Soft Drink Workers:**

drop escalator clause in new brewery contract, 1103.

**International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers of America:**

26 firms engaged in erection and field construction of boilers and pressure vessels across Canada, with the exception of British Columbia, signed by I.B.B., 963.

wage dispute with Canadian railways: C.B. chairman named, 17.

**International Brotherhood of Bookbinders:**

Canadian woman, Mrs. Betty Whittaker, elected 6th Vice-President, 1393.

**International Brotherhood of Electrical Workers, Commercial Telegraphers' Union:**

wage dispute with Canadian railways: C.B. chairman named, 17.

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

wage dispute with Canadian railways: C.B. chairman named, 17.

**International Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC):**

merger negotiations between IWA and IBPW, 252, 1259.

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

AFL-CIO orders affiliates to end mutual aid pacts with IBT, 1104.

expulsion supported at AFL-CIO convention, 47.

James R. Hoffa takes over presidency but board of monitors appointed, 143.

Local 213 party in court case, 507.

Martin F. O'Donohue, appointed chairman of panel of monitors, 584.

"preliminary and exploratory meeting *re* overlapping jurisdiction on St. Lawrence Seaway, attended by CLC, IBT and ILA officials; all-out organization drive planned, 844.

*Adley Express Company*

certification application by Local 106 on behalf of a unit of drivers and warehousemen, received, 1285.

*Asbestos Transport Limited*

certification application by General Truck Drivers' Union, Local 938, on behalf of a unit of employees, received, 67; rejected, 269-70.

*H. W. Bacon*

certification application by Local 419 on behalf of a unit of mail truck drivers and helpers, received, 1399.

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

***Deluxe Transportation Limited***

dispute with Local 419: C.B. fully constituted, 175; C.B. report, 631, 637; settlement, 982.

***Dew Moving and Warehousing Limited***

certification application by Local 419 on behalf of a unit of employees, received, 754; representation vote, 880; granted, 979.

***East-West Transport Limited***

certification application by Local 605 on behalf of a unit of drivers and warehousemen, received, 1285; granted, 1396.

***C. A. Fraser Limited***

certification application by Local 419 on behalf of a unit of employees, received, 880; granted, 979.

***Gill Interprovincial Lines Limited***

dispute with Local 605: C.O. appointed, 174; settlement, 495.

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

certification application by Local 31 (General Truck Drivers' and Helpers' Union) on behalf of a unit of employees operating in and out of its Vancouver Terminal, received, 270; granted, 387.

certification application by Local 31 (General Truck Drivers' and Helpers' Union) on behalf of a unit of employees employed in sub-branch at Chilliwack, B.C., granted, 1396; received, 1399.

dispute with Local 419: C.O. appointed, 1141. certification application by Local 979 on behalf of a unit of employees, received, 628; granted, 880.

dispute with Local 979: C.O. appointed, 1399.

***Husband Transport Limited***

certification application on behalf of a unit of employees operating in and out of Montreal terminal, received, 1139; representation vote, 1398.

***John Kron and Son Limited***

certification application by Local 979 on behalf of a unit of highway drivers, pickup drivers, city tractor drivers, and loaders: granted, 65. dispute with Local 976: C.O. appointed, 390; settlement, 391.

***Leamington Transport (Western) Limited***

certification application by Local 880 on behalf of a unit of employees operating in and out in Manitoba and Ontario, received, 755; representation vote, 880; granted, 979.

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

***Leamington Transport (Western) Limited***  
—Conc

certification application by Local 979 on behalf of a unit of employees operating in and out of terminals in Manitoba and Ontario, received, 174; withdrawn, 270.

***McCallum Transport (Quebec) Limited***

certification application by Local 880 on behalf of a unit of drivers, mechanics and yard men, granted, 172.

***MacCosham Storage and Distributing Company***

certification application by Local 419 on behalf of a unit of employees, received, 754; representation vote ordered, 880; rejected, 979.

***Minshull Storage and Van Limited***

dispute with Local 927: C.O. appointed, 980; C.B. appointed, 1399.

***The Newfoundland-Great Lakes Steamships Limited***

certification application by Local 1050 on behalf of a unit of longshoremen, received, 1285, rejected, 1398.

***Northern Freightways Limited***

certification application by Local 605 on behalf of a unit of drivers and garage and warehouse employees: granted, 65.

***M. Rawlinson, Limited***

certification application on behalf of Local 419, received, 388-89; representation vote, 493; granted, 753.

***Reimer Express Lines***

dispute with Local 979; settlement, 630.

***Smith Transport Limited***

certification application by Local 106 on behalf of a unit of employees operating in and out of terminals in Nova Scotia and New Brunswick, received, 881; granted, 979.

***Soo-Security Freight Lines Limited***

certification application by Local 979 on behalf of a unit of employees operating in and out of terminals in Manitoba, Saskatchewan and Alberta, received, 174; granted, 268.

certification application by General Drivers, Warehousemen and Helpers, Local 979, on behalf of a unit of employees, Regina, Sask., withdrawn, 67.

***Superior Cartage (Lakehead) Limited***

certification application by Local 990 on behalf of a unit of employees, received, 755; granted, 880. dispute with Local 990: C.O. appointed, 1141.

**International Chemical Workers' Union:**

15th annual convention, 1259.  
 "Memorandum of Understanding" containing schedule for discussions on proposed merger of ICWU and OCAWIU, 1259.

**International Confederation of Free Trade Unions:**

influence of automation impossible to predict says head of Economic and Social Department of ICFTU, 580.

**International Hod Carriers, Building and Common Labourers' Union:**

Herb Fleisher appointed Chief of Labourers' Union for Western Canada, 1255.

**International Labour Organization:**

*Ad Hoc Meeting on Conditions of Work and Employment of Nurses*, 1281.

experts examine protection of workers against radiation, 62.

freedom-of-association survey seen promoting respect for human rights, 751.

Ireland ratifies Convention on the Abolition of Forced Labour, 751.

Italy ratifies two ILO Conventions on freedoms, 751.

manual on work study, 963.

meeting of experts to examine ILO activities in field of workers' education, 63.

ratifications of ILO conventions total 1,800, 751.

tripartite technical meeting on mines other than coal mines, 61.

***Chemical Industries Committee***

session, 5th, 383.

***Committee on Freedom of Association***

report to ILO, 385.

***Constitution***

Austria and Haiti ratify ILO forced labour convention, 384.

1,800 ratifications of 107 conventions as at April 1, 1958, 385.

United Kingdom and Denmark ratify forced labour convention, 266.

Venezuela rejoins ILO, 384.

***Director-General***

appeals for fuller international exchange of labour information, 626.

Director-General's reply to discussion on his report, 872.

report to ILO, 266.

visits Canada and the United States, 1283.

***General Conference***

41st (maritime) session, 622.

session, 42nd, 621, 748.

**International Labour Organization—Conc  
General Conference—Conc**

session, 42nd, addressed by Claude Jodoin, 749.  
 session, 42nd, addressed by Hon. Michael Starr, 748.

session, 42nd, adopts Convention and Recommendation on discrimination in employment and occupation, 866, 874.

session, 42nd, demonstration of U.S. rehabilitation techniques, 745.

***Governing Body***

session, 138th, 385.

session, 139th, 877.

***Labour-Management Relations Division***

Jean de Givry, France, appointed Chief, 626.

***Technical Assistance***

program aids workers of 56 countries in 1957, 385.

***Textiles Committee***

session, 6th, 625.

**International Ladies' Garment Workers' Union  
(AFL-CIO-CLC):**

convention, 1348.

obituary of Abraham Kirzner, former business agent, Toronto, 1255.

**International Longshoremen's and Warehousemen's Union:*****Canadian Stevedoring Company Limited***

certification application by Local 506 on behalf of a unit of checkers at National Harbours Board docks in Vancouver, granted, 172.

dispute with Local 507: C.O. appointed, 630; C.B. appointed, 1141.

certification application by Local 509 on behalf of a unit of dispatched longshoremen: granted, 65.

dispute with Local 509: C.O. appointed, 980.

certification application by Local 512 on behalf of a unit of warehouse employees, Vancouver: granted, 65.

***Empire Stevedoring Company Limited***

dispute with Local 507: C.O. appointed, 630; C.B. appointed, 1141.

certification application by Local 512 on behalf of a unit of dock machine operators, Vancouver, rejected, 65.

***Shipping Federation of British Columbia***

dispute with Locals 501, 502, 503, 504 and 508: C.O. appointed, 494; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 992; strike following C.B. procedure, 1142; settlement effected by I.I.C., 1288.

**International Longshoremen's and Warehousemen's Union—Conc*****Tidewater Shipping Company Limited***

certification application by Local 509 on behalf of a unit of longshoremen employed loading and unloading coastwise vessels at Vancouver, received, 628; granted, 753.

***Victoria and Vancouver Stevedoring Company Limited***

dispute with Local 507: C.O. appointed, 630; C.B. appointed, 1141.

***West Indies Wharf (United Keno Hill Mines and Cassiar Asbestos Corporation Limited)***

dispute: C.O. appointed, 391; settlement, 495.

***Western Stevedoring Company Limited***

dispute with Local 507: C.O. appointed, 630; C.B. appointed, 1141.

***Louis Wolfe and Sons (Vancouver) Limited***

dispute with Local 507: C.O. appointed, 630; C.B. appointed, 1141.

***F. M. Yorke and Son Limited***

dispute with Local 509: C.B. appointed, 68; settlement, 392.

**International Longshoremen's Association:**

"preliminary and exploratory meeting *re* overlapping jurisdiction on St. Lawrence Seaway, attended by CLC, IBT and ILA officials; all-out organization drive planned, 844.

***Caledon Terminal Limited***

dispute with Local 1842: C.B. appointed, 68; C.B. fully constituted, 175; C.B. report, 392, 406; settlement, 631.

request for review of application under Section 6 (2) 1285; granted, 1398.

***Cullen Stevedoring Company Limited***

dispute with Local 1842: C.B. appointed, 68; C.B. fully constituted, 175; C.B. report, 392, 406; settlement, 631.

request for review of application under Section 61 (2) 1285; granted, 1398.

***Dominion Coal Company***

dispute with Local 1546: C.O. appointed, 174; settlement, 174.

***Eastern Canada Stevedoring Company Limited***

request for review of application under Section 61 (2) 1285; granted, 1398.

dispute with Local 1842: C.B. appointed, 68; C.B. fully constituted, 175; C.B. report, 392, 406; settlement, 631.

dispute with Local 1845: C.O. appointed, 882; settlement, 882.

**International Longshoremen's Association—Conc*****J. C. Malone and Company Limited***

certification application by Local 1846 on behalf of a unit of coastwise longshoremen at Trois Rivieres and Cap de la Madeleine, received, 67; granted, 268.

certification application on behalf of a unit of deepsea longshoremen at Trois Rivieres and Cap de la Madeleine, received, 67; granted, 268.

***National Harbours Board (Halifax)***

certification application by Local 1843 on behalf of a unit of employees: received, 67; representation vote ordered, 387; granted, 493.

***Seaway Forwarding Agencies Limited***

certification application on behalf of a unit of longshoremen, received, 881; granted, 979.

***Shipping Federation of Canada***

dispute with Local 269: C.O. appointed, 68; settlement, 174.

dispute with Local 375: C.O. appointed, 630; settlement, 630.

dispute with Local 1039: C.O. appointed, 174; settlement, 174.

dispute with Local 1720: C.O. appointed, 494; settlement, 630.

dispute with Local 1764: C.O. appointed, 270; settlement, 391.

***Terminal Warehouses Limited***

dispute with Local 1842: C.B. appointed, 68; C.B. fully constituted, 175; C.B. report, 392, 406; settlement, 631.

request for review of application under Section 61 (2) 1285; granted, 1398.

***Three Rivers Shipping Company***

certification application by Local 1846 on behalf of a unit of coastwise longshoremen at Trois Rivieres and Cap de la Madeleine, received, 67; granted, 268.

certification application by Local 1846 on behalf of a unit of deepsea longshoremen at Trois Rivieres and Cap de la Madeleine, received, 67; granted, 268.

**International Railway Brotherhoods:*****National Legislative Committee***

brief submitted to federal cabinet, 612.  
Chairman A. H. Balch's Labour Day message, 859.

New Year's message from A. H. Balch, chairman, 1353.

**International Typographical Union:**

centennial convention, 1105.

100th convention, 1258.

Woodruff Randolph, President, retires, 967.



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

eight convention, 1105.

IUE to redouble efforts to "demolish" rival UE, 1105.

**International Union of Mine, Mill and Smelter Workers:**

Ont. Hight Court holds Labour Relations Board failed to perform statutory duty to hear certification application, 643.

submits brief to Government of Saskatchewan, 347.

***Bicroft Uranium Mines Limited***

certification application on behalf of a unit of employees, received, 1399.

***Boyles Bros. Drilling (Alberta) Limited***

certification application by Local 1005 on behalf of a unit of drillers, runners, helpers and labourers in N.W.T., received, 173; granted, 268; C.O. appointed, 629; settlement, 755.

***Can-Met Explorations Limited***

certification application on behalf of a unit of employees at Quirke Lake, Ont., received, 174; rejected, 387; reasons for judgment, 389.

***T. Connors Diamond Drilling Company Limited***

certification application by Local 1005 on behalf of a unit of employees, received, 1140; withdrawn, 1286.

***Giant Yellowknife Gold Mines Limited***

dispute: C.O. appointed, 494; settlement, 630.

***Greyhawk Uranium Mines Limited***

dispute: settlement following board procedure, 175.

***National Harbours Board (Port Colborne)***

dispute with Local 1005 (Port Colborne Elevator Workers): C.O. appointed, 68; settlement, 391.

***Stanleigh Uranium Mining Corporation Limited***

certification application on behalf of a unit of employees employed at its property in Township 149, District of Algoma, received, 270; representation vote ordered, 269; granted, 387; rejected, 387.

***Stanrock Uranium Mines Limited***

certification application on behalf of a unit of employees, rejected, 173.

certification application on behalf of a unit of employees on company's property in the District of Algoma, Ont., granted, 172.

representation vote ordered in dispute between company and unit of employees (UMMSW and USWA), 65.

**International Union of Mine, Mill and Smelter Workers—Conc*****Yukon Consolidated Gold Corporation***

dispute with Local 564: C.O. appointed, 174; settlement, 270.

**International Union of Operating Engineers:**

clean-up ordered by AFL-CIO, 968.

dispute with local 796: settlement, 68.

***Can-Met Explorations***

dispute with Local 796: settlement, 630.

***Canadian Arsenals Limited***

certification application by Local 796 on behalf of a unit of stationary engineers and helpers (Gun Ammunition Division, Lindsay, Ont.), received, 628; granted, 753.

dispute with Local 796: (Gun Ammunition Division, Lindsay, Ont.): C.O. appointed, 980; settlement, 1141.

***Dawson and Hall Limited***

certification application by Local 115 on behalf of a unit of construction equipment operators, received, 1139; rejected, 1398.

***John A. MacIsaac Construction Company Limited***

certification application by Local 115 on behalf of a unit of construction equipment operators, received, 1140; rejected, 1398.

***Milliken Lake Uranium Mines Limited***

certification application by Local 796 on behalf of a unit of stationary engineers and their helpers: granted, 65.

***Northspan Uranium Mines Limited***

dispute with Local 796: settlement, 68.

***Poole Construction Company Limited***

certification application by Local 115 on behalf of a unit of construction equipment operators (Yukon Territory), received, 755; withdrawn, 980.

certification application by Local 115 on behalf of a unit of construction equipment operators, received, 1140; granted, 1396.

***Pronto Uranium Mines Limited***

dispute with Local 796: settlement, 68.

***Stanleigh Uranium Mining Corporation Limited***

certification application by Local 796 on behalf of a unit of stationary engineers at its property in Township 149, District of Algoma, received, 67; granted, 172.

dispute with Local 796: C.O. appointed, 494; settlement, 1141.

***Toronto Terminals Railway Company***

certification application by Local 796 on behalf of a unit of stationary engineers and their helpers, received, 174; withdrawn, 270.

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

*Alberta Wheat Pool*

dispute with Local 333: C.O. appointed, 391.

*Burrard Terminals Limited*

dispute with Local 333: C.O. appointed, 391.

*McCabe Grain Company Limited*

dispute: employees in Seed Plant Division: settlement following strike action, 69.

*Pacific Elevators Limited*

dispute with Local 333: C.O. appointed, 391.

*Saskatchewan Wheat Pool*

dispute with Local 333: C.O. appointed, 391.

*United Grain Growers Limited*

dispute with Local 333: C.O. appointed, 391.

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

*K.L.M. Royal Dutch Airlines*

certification application on behalf of a unit of ground service personnel at Montreal airport, Dorval, received, 67; granted, 172.

*Wheeler Air Lines Limited*

certification application on behalf of a unit of maintenance employees, received, 1140; granted, 1396; representation vote, 1397.

certification application on behalf of a unit of maintenance employees, received, 1139; withdrawn, 1141.

**International Woodworkers of America:**

B.C. district annual convention, 21st, 253.

IBPW and IWA to merge, 1259.

merger negotiations between IWA and IBPW, 252.

*Vancouver Log Towing Company Limited*

certification application by Local 1-71, on behalf of a unit of employees, received, 1285; withdrawn, 1286.

*Vancouver Tug Boat Company Limited*

certification application by Local 1-71 on behalf of a unit of employees engaged in booming and rafting, received, 1399.

**Ireland:**

ratifies ILO Convention on the Abolition of Forced Labour, 751.

**Israel:**

Collective Agreements Act, 1957, passed, 584.  
ratifies ILO Convention on the Abolition of Forced Labour, 624.

Settlement of Labour Disputes Act, 1957, passed, 584.

**Italy:**

ratification of two ILO Conventions on freedoms, 751.

**K**

**K.L.M. Royal Dutch Airlines:**

*CALDA*

certification application on behalf of a unit of air line dispatchers at Montreal and Dorval airports, received, 66; granted, 172.

*UAW*

certification application on behalf of a unit of ground service personnel at Montreal airport, Dorval, received, 67; granted, 172.

**Kingsway Transport Limited:**

*TDU*

dispute with Local 106: C.O. appointed, 1286.

**John Kron and Son Limited:**

*IBT*

certification application by Local 979 on behalf of a unit of highway drivers, pickup drivers, city tractor drivers and loaders: granted, 65.  
dispute with Local 976: C.O. appointed, 390; settlement, 391.

**L**

**La Compagnie de Navigation Charlevoix-Saguenay Limitée:**

*UMWA*

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

**La Compagnie de Transport du Bas St-Laurent Limitée:**

*UMWA*

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

**La Traverse Rivière-du-Loup St-Siméon Limitée:**

*UMWA*

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

**La Verendrye Line Limited:**

*NAME*

dispute: C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

*SIU*

dispute: C.O. appointed, 494; settlement, 1286.

**Labour Attachés:**

John Mainwaring named Labour Attaché at Canadian Embassy in Brussels, Belgium, 1347.

**Labour Code:**

See Labour Laws and Regulations.

**Labour Conditions:**

*Ad Hoc* Meeting on Conditions of Work and Employment of Nurses, 1281.

ILO adopts Recommendation on Social Conditions and Safety of Seafarers in relation to Registration of ships, 623.

**Canada**

"Labour conditions in federal government contracts" monthly feature.

NES report on employment conditions of unskilled and semi-skilled workers, 713.

**France**

studies on problems related to work places and placement of young people conducted by Department of Labour and Social Welfare, 842.

**Labour Councils:****Ontario**

Parry Sound and District Labour Council receives charter, 23.

**Labour Day:**

Labour Day messages of labour leaders, 857, 967.

Labour Day message of Minister of Labour, 856.

**Labour Department:**

See Department of Labour.

**Labour Department—University Research Program:**

1958 research grants to four Canadian universities for studies in labour-management relations field, 1112.

**Labour Disputes:**

See also Railroad Disputes.

**Canada**

current labour unrest "deplorable" says Ian F. McRae, President, CMA, 1253.

dispute involving employees on Canadian National Railways; Canadian Pacific Railway Co.; Toronto, Hamilton and Buffalo Railway Co.; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba; Railway Express Agency, Inc., and non-operating employees: C.B. appointed, 175; C.B. fully constituted, 391-92.

firemen on diesels—CPR—views expressed by CLC, 591.

wage dispute between Canadian railways and 13 unions of non-operating employees: appointment of Hon. C. P. McTague, Q.C.,

**Labour Disputes—Conc****Canada—Conc**

chairman, C.B., 17; withdrawal, 140; appointment of Hon. Mr. Justice H. F. Thomson as C.B. chairman, 245.

**Israel**

Settlement of Labour Disputes Act, 1957, passed, 584

**Quebec**

dispute settlement outside Quebec, 722.  
Quebec system for settling disputes, 721.

**Labour Education:**

meeting of experts to examine ILO activities in field of workers' education, 63.

views expressed by CCCL, 1362.

**Labour Force:****Canada**

Employment Conditions in 1957, 151.

immigrants add most to labour force growth, 139.

long-range outlook good for university graduates, 1346.

Married Women Working for Pay in Eight Canadian Cities, 148.

Skilled and Professional Manpower in Canada 1945-65—report prepared by Department of Labour for Royal Commission on Canada's Economic Prospects, 351.

The Canadian Labour Force, 1957, 354.

The Labour Force, November 1945-July 1958, 1431.

Current Manpower and Labour Relations Review. (monthly feature).

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

**Labour Gazette:**

"50 Years Ago This Month" monthly feature.

**Labour Income:**

See Income.

**Labour Laws and Regulations:**

compulsory arbitration criticized by T. C. Carroll, President, BMWE, 711.

**Canada**

changes in mine safety legislation in 1958—Nova Scotia and Ontario amend legislation, 1289.

Handbook on Canadian Labour Law, 84.

labour relations legislation in 1958 in Prince Edward Island, Ontario, Manitoba and Saskatchewan, 891.

Provincial minimum wage orders at March 1, 1958—survey of rates and related provisions, 360.

"should prohibit strikes while contract in force"—policy statement adopted at 28th meeting of CCC, 19.

Vacation With Pay Act: regulations, 1159.

views expressed by CLC, 602, 603.

**Labour Laws and Regulations—Conc***Alberta*

Labour Act. amended, 899, 1033; extended, 190; regulations, 81, 280, 511.

*British Columbia*

anti-union campaign of B.C. Federation of Labour, 1375.

British Columbia Coast Steamship Service Act. enactment, 1170.

Throne Speech, 143.

views of Federation of Labour, 20.

*Manitoba*

Employment Standards Act: amendments, 582.

labour legislation enacted in 1958, 582.

labour relations legislation in 1958, 891.

Labour Relations Act: amended, 582.

legislation to implement entrance into national health plan, forecast, 246.

special session of Manitoba Legislature, 1251.

*New Brunswick*

labour legislation enacted in 1958, 582.

legislation to implement entrance into national health plan, forecast, 246.

*Newfoundland*

Labour Relations Act: amended, 1298.

*Nova Scotia*

changes in mine safety legislation, 1958, 1289.

*Ontario*

changes in mine safety legislation, 1958, 1289.

High Court holds Labour Relations Board failed to perform statutory duty to hear certification application, 643.

labour legislation enacted, 344.

Labour Relations Act: amendments, 345, 894.

labour relations legislation in 1958, 891.

Select Committee of the Ontario Legislature on Labour Relations to be reconstituted, 345.

*Prince Edward Island*

labour legislation enacted in 1958, 582.

labour relations legislation in 1958, 891.

Trade Union Act: amended, 582.

*Israel*

Collective Agreements Act, 1957, passed, 584.

Settlement of Labour Disputes Act, 1957, passed, 584.

*Saskatchewan*

labour legislation enacted in 1958, 582.

labour relations legislation in 1958, 891.

*United States*

digest of all labour legislation in 1957, 1187.

Fair Labour Standards Act in force for 20 years, 715.

*Administration*

See Canadian Association of Administrators of Labour Legislation.

**Labour-Management Co-operation:**

third annual Labour-Management Conference, sponsored by McGill University, CCL, QFL and Montreal Board of Trade, 613.

*Production*

"Teamwork in Industry" monthly feature.

*British Columbia*

value of LMPC in Vancouver as two-way communication channel for employees and management, 24.

*Canada*

labour-management negotiations in 1957, 152.

*Ontario*

CNR safety committee at Stratford wins three awards, 24.

*Quebec*

views of Montreal Builders' Exchange, 20.

*United States*

bargaining up to labour and management—Nathan P. Feinsinger, permanent umpire in General Motors—UAW disputes, 19.

**Labour Movement:**

views of CCCL, 1363.

*Membership*

survey of membership in 191 international unions, 140.

*Australia*

union membership at the end of 1956, 140.

*Canada*

union membership in Canada, January, 1957, 139.

*Pakistan*

union membership, 140.

*United Kingdom*

union membership in the United Kingdom at the end of 1956, 140.

**Labour Organization:**

See Labour Movement.

**Labour Relations:**

See Industrial Relations.

**Labour Standards:***Laws and Regulations**Alberta*

Labour Act: regulations, 190.

*Canada*

proceedings under the Industrial Standards Acts (covering six provinces—Alta., N.S., N.B., Ont., Man. and Sask.), 178.

*New Brunswick*

Industrial Standards Act: amended, 582.

*United States*

Fair Labour Standards Act in force for 20 years, 715.

**Labour Statistics:**

Current Labour Statistics (monthly feature).

**Labour Statistics:**

Current Labour Statistics (monthly feature).

**Labour Unions:**

See also Labour Laws and Regulations.

The International Protection of Trade Union Freedom, 1242.

**British Columbia**

anti-union campaign of B.C. Federation of Labour, 1375.

**Canada**

study on "the growth and structure of the white-collar class" prepared by University of Montreal professor and CCCL research workers, 841.

**Prince Edward Island**

Trade Union Act: regulations, 893.

**Quebec**

views of Montreal Builders' Exchange, 20-21.

**Saskatchewan**

Trade Union Act: amended, 895.

**United Kingdom**

agreement covering one-man operation of passenger and freight diesels, 140, 246.

**United States**

AFL-CIO Maritime Trades Department launches drive to organize inland ship and shoreside workers, 479.

National Constructors Association and AFL-CIO Building Trades Department reach agreement to end featherbedding, 254.

rackets committee (U.S. Senate Select Committee on Improper Activities in Labour or Management Field—McClellan Committee) issues interim report, 476.

**Constitution and by-laws****Legal Decisions**

Supreme Court of Canada rules that union president exceeded powers in extending the validity of a collective agreement, 407.

Alta. Supreme Court dismisses union members' action for judgment that officer lacked authority to make agreement, 185.

Alta. Supreme Court quashes certification order on the ground that the Board of Industrial Relations erred in law, 505.

B.C. court dissolves injunction against picketing by union of plumbers and pipefitters after legal lockout, 1406.

B.C. Supreme Court awards damages against a union for a breach of the Labour Relations Act, 507.

B.C. Supreme Court declares invalid a merger of one trade union with another, as members not given prior notice, 180.

Ont. High Court dismisses union members' action against another union's members over interference with employment, 77.

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

Ont. High Court issues *mandamus* order to LRB to consider employer's application for the decertification of a union, 1291.

Ont. High Court of Justice confirms injunction restraining picketing on ground of interference with contractual rights, 1030.

Ont. High Court of Justice confirms injunction on ground that object of picket line not solely to communicate information, 1029.

Ont. High Court upholds jurisdiction of board of arbitration to entertain grievances submitted by the union, 642.

Que. Court of Queen's Bench holds LRB acted within its jurisdiction in granting certification to union, 1407.

Que. Court of Queen's Bench rules union liable for damages when picketing organized by union carried out in illegal manner, 1031.

Que. Court of Queen's Bench rejects union request for writ of prohibition against Labour Board's cancellation of decision, 273.

Que. Court of Queen's Bench unanimously rules that the application of the Rand Formula is illegal under the province's laws, 767.

Que. Superior Court declares that LRB exceeded jurisdiction in granting certification, 773.

Que. Superior Court rejects Gaspé Copper Mines petition for writ of prohibition against LRB, 275.

Sask. Court of Appeal confirms principle that, in *certiorari* proceedings, Court cannot sit in appeal from Labour Board's decision, 897.

Sask. Court of Appeal upholds Labour Relations Board order to company found guilty of unfair labour practice to reinstate worker, 1163.

**Co-operation and Federation**

merger negotiations between IWA and IBPW, 252, 1259.

**Alberta**

merger of two Edmonton councils into Edmonton and District Labour Council (CLC), 144.

**Canada**

ARTEC postpones decision on merger with NABET, 57.

Canadian AGMA members join with Actors Equity, 1107.

new bakery union, ABCWIU, adopts constitution, 1105.

Ottawa and District Labour Council (CLC) formed by merger of Ottawa and District Trades and Labour Council and Ottawa, Hull and District Labour Council, 347.

**Labour Unions—Con****Co-operation and Federation—Conc****Canada—Conc**

views expressed at CCCL convention, 1364.  
views expressed at CLC convention, 591.

**Ontario**

Ontario Federation of Building Trades Unions formed, 347.

**Quebec**

Montreal Labour Council (CLC) formed by merger of Montreal Trades and Labour Council and Montreal Labour Council, 347.

**United States**

"Memorandum of Understanding" containing schedule for discussions on proposed merger of ICWU and OCAWIU, 1259.

**Factionalism****Canada**

B.C. Federation of Labour refuses to support the Communist-dominated unions expelled from the CLC, 1375.

**United States**

expulsion of Teamsters' union supported at AFL-CIO convention, 47.

**Jurisdiction****Canada**

"preliminary and exploratory meeting *re* overlapping jurisdiction on St. Lawrence Seaway, attended by CLC, IBT and ILA officials; all-out organization drive planned, 844.

to represent employees on canal system of St. Lawrence Seaway, formerly member of USWA, 1350.

views expressed by CLC, 588.

**United States**

AFL-CIO orders affiliates to end mutual aid pacts with IBT, 1104.

IUE to redouble efforts to "demolish" rival UE, 1105.

IUE to redouble efforts to "demolish" rival UE, 1105.

Musicians Guild of America defeats American Federation of Musicians in representation vote, 844.

UBCJA authorize secession from AFL-CIO, 1349.

**Leaders—Leadership**

James R. Hoffa takes over presidency of IBT but board of monitors appointed, 143.

presidents of two international unions, ITU and ORCB, retire, 967.

**Membership**

survey of membership in 191 international unions, 140.

**Labour Unions—Con****Membership—Conc****Australia**

membership at the end of 1956, 140.

**Canada**

CCCL membership, 1362.

correction *re* membership of ABCWU, 1348.  
membership transfer discussed at CLC convention, 587.

not one Canadian member of BCW joins ABCW, 1348.

union membership in Canada, January, 1957, 139.

**Pakistan**

membership, 140.

**United Kingdom**

membership in the United Kingdom at the end of 1956, 140.

**United States**

American Newspaper Guild, 1106.

union membership in the United States in 1956, 84.

**Political Activities**

views expressed by CLC, 589.

**Lake Shore Lines Limited:****SIU**

dispute: C.O. appointed, 980.

**Laval University:****Department of Industrial Relations**

annual industrial relations conference, 13th, 359, 721.

**Leamington Transport (Western) Limited:****IBT**

certification application by Local 880 on behalf of a unit of employees operating in and out of Manitoba and Ontario, received, 755; representation vote, 880; granted, 979.

certification application by Local 979 on behalf of a unit of employees operating in and out of terminals in Manitoba and Ontario, received, 174; withdrawn, 270.

**Leger, Paul Emile:**

Sermon by Cardinal Leger to CCCL convention, 1362.

**Longshoremen's Protective Union:****Anglo-Newfoundland Development Company Limited**

certification application on behalf of a unit of longshoremen at Botwood, Nfld., granted, 172.

**Longshoremen's Protective Union—Conc****Newfoundland Employers' Association Limited**

dispute: C.O. appointed, 630; C.B. fully constituted, 883; C.B. report, 982, 983; strike following C.B. procedure, 1142; settlement reached following lockout, 1288.

**Newfoundland-Great Lakes Steamships Limited**

certification application by Local 1050 on behalf of a unit of longshoremen, received, 1285; rejected, 1398.

certification application on behalf of a unit of longshoremen, received, 1399.

**M****MacCosham Storage and Distributing Company:****IBT**

certification application by Local 419 on behalf of a unit of employees, received, 754; representation vote ordered, 880; rejected, 979.

**John A. MacIsaac Construction Company Limited:****IUOE**

certification application by Local 115 on behalf of a unit of construction equipment operators, received, 1140; rejected, 1398.

**Maclean, M. M., Assistant Deputy Minister, Federal Department of Labour:**

retirement, 473.

**Magdalen Islands Transportation Company Limited:****UMWA**

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

**J. C. Malone and Company Limited:****ILA**

certification application by Local 1846 on behalf of coastwise longshoremen at Trois Rivieres and Cap de la Madeleine, received, 67; granted, 268.

certification application by Local 1846 on behalf of a unit of deepsea longshoremen at Trois Rivieres and Cap de la Madeleine, received, 67; granted, 268.

**Man and Industry:****Canada**

Round Table on Man and Industry—third of a series of conferences arranged by School of Social Work of University of Toronto, 1102.

**Manitoba Federation of Labour:**

annual convention, 1377.

brief submitted to provincial government, 250, 1346.

**Manpower:**

See Advisory Committee on Professional Manpower.

**Manpower Utilization:****Canada**

Canadians Studying in the United States—bulletin issued by Department of Labour, 379.

case study of manpower effects of electronic installation, 837.

Skilled and Professional Manpower in Canada 1945-65—report prepared by Department of Labour for Royal Commission on Canada's Economic Prospects, 351.

Current Manpower and Labour Relations Review. (monthly feature).

**Manufacturing:****Canada**

manufacturing industry averages 52 cents profit on each sales dollar in 1957, CMA reports, 581.

marked rise in wages in manufacturing since 1945, 840.

wage rates for labourers in manufacturing, October 1957, 726.

**Marine Industries Limited (Dredging Division):****NAME**

dispute: C.O. appointed, 882.

**SIU**

dispute: C.O. appointed, 882; C.B. appointed, 981; settlement, 1288.

**Maritime Airline Pilots Association:****Maritime Central Airways Limited**

certification application on behalf of a unit of pilots, received, 174; granted, 268.

**Maritime Central Airways:****IAM**

certification application on behalf of a unit of ground service personnel at Charlottetown, P.E.I., Moncton, N.B., Montreal, Que., Frobisher, N.W.T., and Goose Bay and Gander, Nfld, granted, 172.

**MAPA**

certification application on behalf of a unit of pilots, received, 174; granted, 268.

**Maritime Industry:****United States**

meeting of AFL-CIO Maritime Trades Department, 52.

**McCabe Grain Company Limited:***UBW*

dispute: employees in Seed Plant Division; settlement following strike action, 69.

**McCallum Transport (Quebec) Limited:***IBT*

certification application by Local 880 on behalf of a unit of drivers, mechanics and yard men, granted, 172.

**McClellan Committee:**

rackets committee (U.S. Senate Select Committee on Improper Activities in Labour or Management Field—McClellan Committee) issues interim report, 476.

**McGill University:***Industrial Relations Centre*

annual conference, 10th, 1114.

**McNamara Construction Company Limited:***SIU*

dispute: C.O. appointed, 882; C.B. appointed, 981; settlement, 1288.

**Mediation and Conciliation:***Canada*

wage dispute between Canadian railways and 13 unions of non-operating employees: appointment of Hon. C. P. McTague, Q.C., chairman, C.B., 17; withdrawal, 140; appointment of Hon. Mr. Justice H. F. Thomson as C.B. chairman, 245.

*Prince Edward Island*

Trade Union Act: regulations, 893.

**Medical Services:***Nova Scotia*

Workmen's Compensation Act: regulations governing injured workmen, 766.

*Ontario*

Workmen's Compensation Act: regulations governing injured workmen, 766.

**Milliken Lake Uranium Mines Limited:***IUOE*

certification application by Local 796 on behalf of a unit of stationary engineers and their helpers: granted, 65.

**Minimum Wages:***Laws and Regulations**Alberta*

Labour Act: regulations, 190, 512.

*British Columbia*

Female Minimum Wage Act: regulations, 81, 191, 412, 515.

Male Minimum Wage Act: regulations, 81, 191, 412, 515.

**Minimum Wages—Conc***Laws and Regulations—Conc**Canada*

provincial minimum wage orders at March 1, 1958—survey of rates and related provisions, 360.

*Nova Scotia*

Female Minimum Wage Act: regulations, 778; amended, 1168.

*Quebec*

Minimum Wage Act: amended, 899; revised, amended regulations, 646.

**Mining:**

tripartite technical meeting on mines other than coal mines, 61.

**Mining Laws and Regulations:***Canada*

changes in mine safety legislation in 1958—Nova Scotia and Ontario amend legislation, 1289.

*Ontario*

Ontario Mining Act, 1291.

**Minshull Storage and Van Limited:***IBT*

dispute with Local 927: C.O. appointed, 980; C.B. appointed, 1399.

**Mohawk Navigation Company Limited:***NAME*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

*SIU*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

**Montreal Builders' Exchange:**

brief submitted to provincial government, 20.

**Montreal Labour Council (CLC):**

condemns "moonlighting", 714.  
formation, 347.

**Montreal Personnel Association:**

address by Hon. Michael Starr, Minister of Labour, 18.

**Moonlighting:***British Columbia*

"moonlighting" prohibited under provisions of agreement between city of Prince Rupert and Prince Rupert Civic Employees Union, Local 5, 963.



**Moonlighting—Conc***Canada*

abolition of moonlighting urged by Canada Council of UAW and Fort William-Port Arthur and District Labour Council, 1102.

*Quebec*

Montreal Labour Council (CLC) condemns the practice of holding two jobs at the same time, 714.

**Motherhood:**

The Evolution and Application in Canada of Rights Relating to Motherhood and Childhood, 1236.

**Motor Transportation:***Laws and Regulations**Alberta*

Vehicles and Highway Traffic Act: regulations, 81.

**Municipal Employees:**

2,350 persons in Ontario given employment under provincial Government's winter unemployment program, 343.

**Municipalities:***Ontario*

Ontario to pay direct labour costs of works programs to aid unemployed, 245.

**Musicians Guild of America:**

defeats American Federation of Musicians in representation vote, 844.

**N****National Advisory Committee on the Rehabilitation of Disabled Persons:**

meeting, 1358.

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

dispute: C.O. appointed, 980; C.B. appointed, 1141; C.B. fully constituted, 1287.

*Northern Radio—Radio Nord Inc.*

certification application on behalf of a unit of employees, received, 881; granted, 1139.

*Radio Station CKVL (Verdun, Que.)*

application for review of decision *re* extension of scope of existing certificate, 174; request for review of decision withdrawn, 389.

*Western Ontario Broadcasting Co. Ltd.*

certification application on behalf of a unit of Film Editing Department employees (Station CKLW-TV), received, 1399.

dispute: C.O. appointed, 1286.

**National Association of Marine Engineers of Canada, Inc.:***Association of Lake Carriers*

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

*Beaconsfield Steamships Limited*

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

*Canada Steamship Lines Limited*

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

*Canadian National Railways*

certification application on behalf of a unit of marine engineers on MV *Abegweit* and SS *Prince Edward Island* (Cape Tormentine-Port Borden ferry service), received, 67; representation vote ordered, 269; granted, 387.

certification application on behalf of a unit of marine, electrical and sanitary engineers aboard MV *Bluenose* (Yarmouth—Bar Harbour ferry service), received, 67; representation vote ordered, 173; granted, 268.

*Canadian National Railways (Barge and Ferry Service, Port Mann, B.C.)*

dispute: C.B. fully constituted, 69; C.B. report, 756, 761.

*Canadian National Railways (Pacific Coast Service)*

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

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

dispute: C.B. fully constituted, 69; C.B. report, 631, 633; strike following board procedure, 883; administrator appointed, 982.

*Colonial Steamships Limited*

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

*Commercial Cable Company*

certification application on behalf of a unit of marine engineers on cable ship *John W. Mackay*, received, 388.

*Hall Corporation of Canada*

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

*La Verendrye Line Limited*

dispute: C.B. fully constituted, 756; C.B. report, 1142.

**National Association of Marine Engineers of Canada, Inc.—Conc**

**Marine Industries Limited (Dredging Division)**

dispute: C.O. appointed, 882.

**Mohawk Navigation Company Limited**

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

**Northland Navigation Company Limited**

dispute: C.O. appointed, 494.

**Pacific Tanker Company Limited**

dispute: C.O. appointed, 494.

**Packers Steamship Company Limited**

dispute: C.O. appointed, 390; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 994.

**N. M. Paterson and Sons Limited**

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

**St. Charles Transportation Company Limited**

certification application on behalf of a unit of marine engineers, excluding chief engineers, received, 628.

**Shell Canadian Tankers Limited**

dispute: employees on MV *Western Shell*; C.B. fully constituted, 69.

**Sincennes-McNaughton Line Limited**

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

**Tidewater Shipping Company**

dispute: C.B. fully constituted, 883; C.B. report, 1287, 1288; settlement, 1288.

**Union Steamships**

dispute: C.B. fully constituted, 883; C.B. report, 1287, 1288.

**Upper Lakes and St. Lawrence Transportation Company Limited**

dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142.

**Westward Shipping Limited**

dispute: employees on MV *Britamerican*; C.B. fully constituted, 69; C.B. report, 496, 499. dispute: employees on MV *Standard Service* and MV *B.C. Standard*; C.B. fully constituted, 68; C.B. report, 496, 499.

**National Catholic Syndicate of Longshoremen of Sorel, Inc.:**

**Sorel Dock and Stevedoring Company Limited**

dispute: C.O. appointed, 391; settlement, 495.

**National Constructors Association:**

NCA and AFL-CIO Building Trades Department reach agreement to end featherbedding, 254.

**National Council of Women:**

65th annual meeting, 746.

**National Employment Service:**

See also Vocational Rehabilitation.

amendments to Unemployment Insurance Act in 1957, 153.

NES placement officers given counselling course, 1348.

**National Harbours Board (Halifax):**

**CBRE**

certification application by Local 1843 on behalf of a unit of employees: received, 67; representation vote ordered, 387; granted, 493.

**ILA**

certification application by Local 1843 on behalf of a unit of employees: received, 67; representation vote ordered, 387; granted, 493.

**National Harbours Board (Port Colborne):**

**IUMMSW**

dispute with Local 1005 (Port Colborne Elevator Workers): C.O. appointed, 68; settlement, 391.

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

**SIU**

dispute: C.B. appointed, 175; C.B. fully constituted, 271; C.B. report, 496, 503; settlement, 496.

**National Product:**

**Canada**

gross national product shows little change in first 9 months of 1957—DBS, 19.

**National Syndicate of Longshoremen of Ha! Ha! Bay:**

**Saguway Terminals Limited**

dispute: C.O. appointed, 391; settlement, 630.

**National Union of Public Service Employees (CLC):**

annual convention, 1258.

**New Brunswick Federation of Labour (CLC):**

annual convention, 2nd, 1125.

brief submitted to provincial government, 250.

**Newfoundland Employers' Association Limited:**

**LPU**

dispute: C.O. appointed, 630; C.B. fully constituted, 883; C.B. report, 982, 983; strike following C.B. procedure, 1142; settlement reached following lockout, 1288.

**Newfoundland Federation of Labour:**

brief submitted to provincial government, 250.  
22nd annual convention, 1256.

**Newfoundland—Great Lakes Steamships Limited:****IBT**

certification application by Local 1050 on behalf of a unit of longshoremen, received, 1285; rejected, 1398.

**LPU**

certification application on behalf of a unit of longshoremen, received, 1399.

**New Year's Day:**

New Year's message from Hon. Michael Starr, Minister of Labour, 1351.

New Year's messages from labour leaders, 1352.

**New York Central Railroad Company:****BLFE**

application on behalf of a unit of engineers for provision for final settlement of differences concerning the meaning or violation of agreement, granted, 493.

application on behalf of a unit of firemen, helpers on electric locomotives, hostlers and hostler helpers, for provision for final settlement of differences concerning the meaning or violation of agreement granted, 493.

**BRT**

certification application on behalf of a unit of conductors on road service for provision for final settlement of differences concerning the meaning or violation of agreement, granted, 493.

certification application on behalf of a unit of conductors, trainmen and switch tenders in yard service for provision for final settlement of differences concerning the meaning or violation of agreement, granted, 493.

certification application on behalf of a unit of trainmen on road service for provision for final settlement of differences concerning the meaning or violation of agreement, granted, 493.

certification application on behalf of a unit of yardmasters employed in Canada Southern Division, received, 881; representation vote, 1398.

**RYNA**

certification application by unit of employees (yardmasters in Canada Southern Division), representation vote, 1398.

**Nordair Employees' Syndicate:****Nordair Limited**

certification application on behalf of a unit of maintenance employees, received, 1399.

**Nordair Limited:****IAM**

certification application on behalf of a unit of maintenance and ground service personnel, received, 628.

cross-application with NMA on behalf of a unit of maintenance and ground service personnel, rejected, 754.

**NES**

certification application on behalf of a unit of maintenance employees, received, 1399.

**NMA**

certification application on behalf of a unit of maintenance and ground service personnel, received, 628; granted, 753; cross-application by IAM rejected, 754; rejected, 979.

**NPA**

certification application on behalf of a unit of pilots and co-pilots, granted, 493; received, 494.

**Nordair Mechanics Association Inc.:****Nordair Limited**

certification application on behalf of a unit of maintenance and ground service personnel, received, 628; granted, 753; cross-application by IAM rejected, 754; rejected, 979.

**Nordair Pilots Association Inc.:****Nordair Limited**

certification application on behalf of a unit of pilots and co-pilots, granted, 493; received, 494.

**North Pioneer Steamship Company Limited:****UMWA**

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

**Northern Alberta Railways Company:****ORT**

certification application on behalf of a unit of commercial telegraphers (System Division No. 7), received, 67; granted, 268.

**Northern Electric Company Limited:****CWA**

certification application by Local C-4 on behalf of a unit of telephone and microwave equipment installers in its Western Division, Toronto, received, 174; application rejected, 270.

**Northern Freightways Limited:****IBT**

certification application by Local 605 on behalf of a unit of drivers and garage and warehouse employees: granted, 65.

**Northern Radio—Radio Nord Inc.:****NABET**

certification application on behalf of a unit of employees, received, 881; granted, 1139.

**Northern Transportation Company Limited:****SIU**

certification application on behalf of a unit of unlicensed personnel aboard vessels operating in Western Arctic, received, 980; representation vote, 1397.

dispute: C.O. appointed, 68; C.B. appointed, 271; C.B. fully constituted, 391; C.B. report, 496; settlement, 982.

**Northland Navigation Company Limited:****NAME**

dispute: C.O. appointed, 494.

**SIU**

dispute: C.O. appointed, 882; settlement, 1286.

**Northspan Uranium Mines Limited:****CLC**

dispute with Local 1554: C.O. appointed, 68; settlement, 270.

**IUOE**

dispute with Local 796: settlement, 68.

**Northumberland Ferries Limited:****CBRE**

certification application on behalf of a unit of unlicensed personnel operating ferries between Wood Islands, P.E.I., and Caribou, N.S., received, 980; granted, 1139.

**Northwest Airlines Inc.:****BRSC**

certification application on behalf of a unit of transportation agents at Winnipeg and Edmonton, received, 67; granted, 172.

**Nova Scotia:**

Nova Scotia 7th province to enter federal-provincial hospital insurance scheme, 1259.

**Nova Scotia Federation of Labour (CLC):**

annual convention, 3rd, 1128.  
brief submitted to provincial government, 252.

**Nursing:****Canada**

Canadian Conference on Nursing, 169.  
Canadian Nurses' Association 50th anniversary meeting, 852, 864.

**O****Obituaries:**

Berg, Carl, MBE, veteran labour leader, 488.  
Buckley, John W., former Secretary-Treasurer of T. and L.C., 1254.

Conquergood, Howard, Director of Political Education Department (CLC), 1254.

Costello, Barbara, economist, Department of Labour, 249.

Drummond, Matthew, founder of former Lakeshore Labour Council (CCL), 843.

Hudson, Harold Charles, former Assistant Co-ordinator of Civilian Rehabilitation, Department of Labour, 579.

Kirzner, Abraham, former business agent of ILGU, 1255.

McLaren, S. Harry, former Executive Director of UIC, 1255.

Smith, Edward David, "Mr. Union Label", 1347.

**Occupational Monographs:**

two more monographs *Medical Laboratory Technologist* and *Mining Occupations* issued in "Canadian Occupation" series, 477.

**Office Workers:**

automation's effect on office workers studied at seminar held by European Productivity Agency at request of Office Workers' Federation, 349.

salaries at record level in 1957—survey of National Office Management Association, 23.

**Canada**

CLC and its office workers sign new collective agreement, 841.

study on "the growth and structure of the white-collar class" prepared by University of Montreal professor and CCCL research workers, 841.

**Oil Burners:****Laws and Regulations****Manitoba**

Gas and Oil Burner Act. regulations, 280; amended, 191.

**Oil, Chemical and Atomic Workers' International Union (AFL-CIO-CLC):**

conference held in Winnipeg, 477.

"Memorandum of Understanding" containing schedule for discussions on proposed merger of ICWU and OCAWIU, 1259.

non-profit dental insurance for members of N. Y. local of OCAWIU and Helena Rubinstein Inc., 1108.

**Oil, Chemical and Atomic Workers' International Union (AFL-CIO-CLC)—Conc*****Eldorado Mining and Refining Limited***

certification application on behalf of a unit of employees, received, 755; rejected, 979.

***Polymer Corporation Limited***

dispute with Local 16-14: C.O. appointed, 882; C.B. appointed, 981; C.B. fully constituted, 1142.

**Older Workers:*****Canada***

reluctance to hire over 45s is mistake says Dr. Harold N. Segall, Montreal heart specialist, 247.

*To the Older Worker*, booklet issued by the University Women's Club, Vancouver, B.C., to help older women wanting to work, 719.

***United States***

insurance companies tailor health insurance to help older workers and retired persons, 476. little variation in output of young and old—U.S. survey, 247.

older workers can raise nation's productivity—address by John R. Stark, Bureau of Labor Statistics, to American Public Welfare Association, 18.

**Ontario:*****Select Committee on Labour Relations***

interim report, 615.

**Ontario Federation of Building Trades Unions:**

formation, 347.

**Ontario Federation of Labour:**

annual convention, 2nd, 1370.

brief submitted to provincial government, 141, 348.

***President***

address of Cleve Kidd at 2nd annual convention, 1372.

**Ontario Hospital Services Commission:**

Alistair McArthur, former President of Ontario Federation of Labour, appointed to Commission, 583.

**Ontario Northland Railway:*****BRT***

certification application on behalf of a unit of conductors, received, 388; representation vote, 493; rejected, 753.

***ORCB***

certification application on behalf of a unit of conductors, received, 388; representation vote, 493; rejected, 753.

**Operating Engineers:**

*See* Engineers.

**Order of Railroad Telegraphers:**

wage dispute with Canadian railways: C.B. chairman named, 17.

***Northern Alberta Railways Company***

certification application on behalf of a unit of commercial telegraphers (System Division No. 7), received, 67; granted, 268.

**Order of Railway Conductors and Brakemen:**

R. O. Hughes, President, retires, 967.

***Ontario Northland Railway***

certification application on behalf of a unit of conductors, received, 388; representation vote, 493.

***Toronto, Hamilton and Buffalo Railway Company***

certification application on behalf of a unit of conductors; representation vote, 493; received, 494.

**Ottawa and District Labour Council (CLC):**

formation, 347.

**Ottawa Transportation Commission:*****AASERE***

dispute with Division No. 279: C.B. appointed, 271; C.B. fully constituted, 391; settlement, 496.

**Owen Sound Transportation Company Limited:*****SIU***

dispute: C.O. appointed, 494; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 988.

**P****Pacific Elevators Limited:*****UBW***

dispute with Local 333: C.O. appointed, 391.

**Pacific Tanker Company Limited:*****NAME***

dispute: C.O. appointed, 494.

***SIU***

dispute: C.O. appointed, 882.

**Pacific Western Airlines Limited:*****IAM***

certification application on behalf of a unit of employees, received, 754; representation vote ordered, 880.

certification application on behalf of a unit of employees, received, 628; withdrawn, 629.

**Pacific Western Airlines Limited—Conc***PWAPA*

dispute: C.O. appointed, 174; application under Section 19 granted, 388; settlement, 1286.

**Pacific Western Airlines Pilots Association:***Pacific Western Airlines Limited*

dispute: C.O. appointed, 174; application under Section 19 granted, 388; settlement, 1286.

**Packers Steamship Company Limited:***NAME*

dispute: C.O. appointed, 390; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 994.

*SIU*

dispute: C.O. appointed, 68; C.B. appointed, 175; C.B. fully constituted, 271.

**N. M. Paterson and Sons Limited:***NAME*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

*SIU*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

**Pensions:**

average pension paid to retiring autoworkers is \$60, 1051.

Welfare and Pension Plans Disclosure Act passed by U.S. Congress, 1129.

*Canada*

number of workers covered by pension plans in Canada, 910.

private pension plans—views expressed at CLC convention, 604.

*United Kingdom*

number of workers covered by pension plans, 914.

**Personnel Association of Toronto:**

annual conference, 16th, 614.

**Pichette, Henri:**

message of Rev. Canon Henri Pichette, General Chaplain, to CCCL, 1364.

*Legal Decisions***Picketing:**

B.C. court dissolves injunction against picketing by union of plumbers and pipefitters after legal lockout, 1406.

**Picketing—Conc***Legal Decisions—Conc*

B.C. Court of Appeal holds railway not liable for damages incurred by a train crew's refusal to cross a picket line, 179.

Ont. High Court of Justice confirms injunction on ground that object of picket line not solely to communicate information, 1029.

Ont. High Court of Justice confirms injunction restraining picketing on ground of interference with contractual rights, 1030.

Quebec Court of Queen's Bench rules union liable for damages when picketing organized by union carried out in illegal manner, 1031.

**Pipe Lines:***Canada*

Lakehead Vocational Training Welding School trains welders for pipeline, 717.

**Plumbing Industry:***Laws and Regulations**New Brunswick*

Plumbing Trade Act. regulations, 899.

*Legal Decisions*

B.C. court dissolves injunction against picketing by union of plumbers and pipefitters after legal lockout, 1406.

**Police:***Laws and Regulations**Ontario*

Police Act. amended, 895.

**Political Action:***Canada*

views expressed at CCCL convention, 1366.

views expressed by Ontario Federation of Labour, 1370.

**Polymer Corporation Limited:***OCAWIU*

dispute with Local 16-14: C.O. appointed, 882; C.B. appointed, 981; C.B. fully constituted, 1142.

**Poole Construction Company Limited:***IUOE*

certification application by Local 115 on behalf of a unit of construction equipment operators (Yukon Territory), received, 755; withdrawn, 980.

certification application by Local 115 on behalf of a unit of construction equipment operators (Yukon Territory), received, 1140; granted, 1396.

**Poole Construction Company Limited—Conc  
UBCJA**

dispute with Local 2499: C.O. appointed, 755; settlement, 882.

**J. P. Porter Company Limited:  
SIU**

dispute: C.O. appointed, 882; C.B. appointed, 981; settlement, 1288.

**Post Office Department:**

plan to improve supervisors, adopted, 962.

**Pressure Vessel Laws and Regulations:**

See Boiler Laws and Regulations.

**Prevailing Rate Employees:**

*Canada*

new regulations under the Financial Administration Act, 187.

**Prices:**

"Prices and the cost of living" monthly feature.

*Canada*

postwar price movements, 483.

wage—price—profit probe urged by Executive Council (CLC), 580.

*Statistics*

"Labour Statistics: F-Prices" monthly feature.

*United Kingdom*

first report of Council on Prices, Productivity and Incomes, 481; second report, 1253.

**Prince Rupert Civic Employees Union, Local 5:**

"moonlighting" prohibited under provisions of agreement between city of Prince Rupert and Prince Rupert Civic Employees Union, Local 5, 963.

**Product:**

See National Product.

**Productivity:**

*Canada*

address of Hon. Michael Starr to Canadian National Exhibition, 961.

productivity index valuable guide in collective bargaining negotiations, 839.

*United Kingdom*

first report of Council on Prices, Productivity and Income, 481; second report, 1253.

**Professional Manpower:**

See Advisory Committee on Professional Manpower.

**Pronto Uranium Mine Limited:**

*IUOE*

dispute with Local 796: settlement, 68.

**Public Health:**

*Laws and Regulations*

*Alberta*

Public Health Act. regulations, 280, 1411.

*Saskatchewan*

Public Health Act. regulations, 1033.

**Q**

**Quebec Federation of Labour:**

annual convention, 2nd, 42.

brief submitted to provincial government, 712, 1256.

**Quebec North Shore and Labrador Railway  
Company:**

*BMWE*

dispute with Local 96: C.O. appointed, 68; C.B. appointed, 175; C.B. fully constituted, 271; C.B. report, 756, 757; settlement, 883.

*BRSA*

dispute with Lodge 217: C.O. appointed, 68; C.B. appointed, 175; C.B. fully constituted, 271; C.B. report, 756, 757; settlement, 883.

*IAM*

dispute with Lodge 767: C.O. appointed, 68; C.B. appointed, 175; C.B. fully constituted, 271; C.B. report, 756, 757; settlement, 883.

**Quebec Paper Sales and Transportation  
Company Limited:**

*SIU*

dispute: C.O. appointed, 494; C.B. appointed, 630; C.B. fully constituted, 630.

**Quebec Terminals Limited:**

*BRSC*

dispute: C.O. appointed, 882; settlement, 882.

**Quirke Lake—Can-Met Office Workers' Union  
(CLC):**

*Can-Met Explorations Limited*

certification application by Local 1575 on behalf of a unit of office employees, received, 980; granted, 1139.

**R**

**Racial Discrimination:**

See Discrimination in Employment.

**Radiation:**

ILO experts examine protection of workers against radiation, 62.

**Radio Lac St-Jean Limitee:***Syndicate of Employees of CFGT*

certification application on behalf of a unit of employees of Radio Station CFGT, granted, 1396; received, 1399.

**Radio Roberval Incorporated (CHRL):***Syndicate of Employees of Station CHRL*

certification application on behalf of a unit of employees, received, 494; granted, 753. dispute: C.O. appointed, 882; settlement, 1141.

**Radio Station CKVL (Verdun, Que.):***NABET*

application for review of decision *re* extension of scope of existing certificate, 174.

**Raiding:**

*See* Labour Unions—Jurisdiction.

**Railroad Disputes:***Canada*

dispute involving employees on Canadian National Railways; Canadian Pacific Railway Co.; Toronto, Hamilton and Buffalo Railway Co.; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba; Railway Express Agency, Inc., and non-operating employees: C.B. appointed, 175; C.B. fully constituted, 391-392; C.B. report, 982, 996; minority report, 1148.

rate boost averts strike by non-operating unions, 1350.

wage dispute between Canadian railways and 13 unions of non-operating employees: appointment of Hon. C. P. McTague, Q.C., chairman, C.B., 17; withdrawal, 140; appointment of Hon. Mr. Justice H. F. Thomson as chairman, 245.

**Railroad Unions:**

*See* Railway Organizations.

**Railroad Yardmasters of North America, Inc.:***New York Central Railroad Company*

certification application by unit of employees (yardmasters in Canada Southern Division), representation vote, 1398.

**Railroads:***British Columbia*

Railway Act. amended, 1033.

*United Kingdom*

agreement covering one-man operation of passenger and freight diesels, 140, 246.

**Railway Transportation Brotherhoods:**

*See also* International Railway Brotherhoods.

*Dominion Joint Legislative Committee**Chairman*

Labour Day message of A. H. Balch, 859.

**Railways:***Legal Decisions*

B.C. Court of Appeal holds railway not liable for damages incurred by a train crew's refusal to cross a picket line, 179.

**Rand Formula:**

*See* Legal Decisions.

**M. Rawlinson, Limited:***IBT*

certification application on behalf of Local 419, received, 388-389; representation vote, 493; granted, 753.

**Rehabilitation:**

*See* Vocational Rehabilitation.

**Reimer Express Lines:***IBT*

dispute with Local 979: settlement, 630.

**Right of Association:**

ILO freedom-of-association survey seen promoting respect for human rights, 751.

report adopted at ILO meeting, 385.

The International Protection of Trade Union Freedom, 1242.

*Canada*

Freedom of Association and Right to Organize in Canada, 1229.

**Robin Hood Flour Mills Limited:***UPWA*

dispute with Local 326: C.O. appointed, 755; C.B. appointed, 1141; C.B. fully constituted, 1142; C.B. report, 1400, 1405.

**Royal Commission on Coasting Trade:**

report, 728.

**Royal Commission on Employment of Firemen on Diesel Locomotives in Freight and Yard Service on the Canadian Pacific Railway:**

report, 256.

**Russell Construction Limited:***SIU*

dispute: C.O. appointed, 882; C.B. appointed, 981; settlement, 1288.

**Ryerson Institute of Technology:**

training for women and girls, 17.

**S****Safety, Industrial:**

*See also* Industrial Accident Prevention Associations.



**Safety, Industrial—Conc**

changes in safety legislation in 1958 in Ontario, New Brunswick and Nova Scotia, 895.

ILO adopts Recommendation on Social Conditions and Safety of Seafarers in relation to Registration of Ships, 623.

**New Brunswick**

Workmen's Compensation Act. safety and first aid regulations, 766.

**Ontario**

CNR safety committee at Stratford wins three awards, 24.

**United Kingdom**

annual report of Chief Inspector of Factories, 1349.

**Saguenay Terminals Limited:****NSL (of Ha! Ha! Bay)**

dispute: C.O. appointed, 391; settlement, 630.

**St. Charles Transportation Company, Limited:****NAME**

certification application on behalf of a unit of marine engineers, excluding chief engineers, received, 628.

**St. Lawrence Seaway:**

"preliminary and exploratory meeting *re* overlapping jurisdiction on St. Lawrence Seaway", attended by CLC, IBT and ILA officials; all-out organization drive planned, 844.

**Salaries:****Office Workers**

salaries at record level in 1957—survey of National Office Management Association, 23.

**Saskatchewan:****Labour Relations Board**

LRB rules employee can't return to work before leave ends, 503.

**Saskatchewan Federation of Labour:**

annual convention, 1378.

brief submitted to provincial Government, 20.

**Saskatchewan Wheat Pool:****UBW**

dispute with Local 333: C.O. appointed, 391.

**Seafarers:**

ILO adopts Convention on Seafarers' National Identity Documents, 623.

ILO adopts Recommendation concerning the Engagement of Seafarers for Service in Vessels registered in a Foreign Country, 623.

**Seafarers' International Union of North America:**

SIU wins representation despite flag transfer, 717.

**Ahern Shipping Company Limited**

dispute: C.O. appointed, 494; settlement, 1286.

**Association of Lake Carriers**

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630.

**Bayswater Shipping Limited**

dispute: C.O. appointed, 494; settlement, 1286.

**Beaconsfield Steamships Limited**

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630.

**British Columbia Towboat Owners Association**

dispute: C.O. appointed, 1399.

**Cadwell Marine Limited**

dispute: C.O. appointed, 494; settlement, 1286.

**Canada Cement Transport Limited**

dispute: C.O. appointed, 494; settlement, 1286.

**Canada Steamship Lines Limited**

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883.

**Canadian Dredge and Dock Company Limited**

dispute: C.O. appointed, 882; C.B. appointed, 981; settlement, 1288.

**Canadian National Steamship Company**

dispute: C.B. report, 392, 397; strike following board procedure, 757; administrator appointed, 982.

**Canadian Pacific Railway Company (British Columbia Coast Steamship Service)**

dispute: C.B. report, 392, 397; strike following board procedure, 757; IIC appointed, 757; administrator appointed, 982.

**Cayuga Steamship Company Limited**

dispute: C.O. appointed, 494; settlement, 1286.

**Colonial Steamships Limited**

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883.

**Davie Transportation Limited**

dispute: C.O. appointed, 494; C.B. appointed, 630; C.B. fully constituted, 630.

**Dinamac Tanker Service**

dispute: settlement, 174.

**Seafarers' International Union of North America—Con**

*Hall Corporation of Canada*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883.

*Holden Sand and Gravel Limited*

dispute: C.O. appointed, 494; settlement, 1286.

*Imperial Oil Limited*

application for revocation of certification on behalf of a unit of employees, 1141; representation vote, 1397; application for revocation of certification granted, 1398.

dispute: employees on MV *Imperial Nanaimo*, MV *Imperial Namu* and Barge No. 10); C.B. report, 392, 394.

*La Verendrye Line Limited*

dispute: C.O. appointed, 494; settlement, 1286.

*Lake Shore Lines Limited*

dispute: C.O. appointed, 980.

*Marine Industries Limited*

dispute: C.O. appointed, 882; C.B. appointed, 981; settlement, 1288.

*McNamara Construction Company Limited*

dispute: C.O. appointed, 882; C.B. appointed, 981; settlement, 1288.

*Mohawk Navigation Company Limited*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883.

*National Harbours Board (Port of Montreal)*

dispute: C.B. appointed, 175; C.B. fully constituted, 271; C.B. report, 496, 503; settlement, 496.

*Northern Transportation Company Limited*

certification application on behalf of a unit of unlicensed personnel aboard vessels operating in Western Arctic, received, 980; representation vote, 1397.

dispute: C.O. appointed, 68; C.B. appointed, 271; C.B. fully constituted, 391; C.B. report, 496; settlement, 982.

*Northland Navigation Company Limited*

dispute: C.O. appointed, 882; settlement, 1286.

*Owen Sound Transportation Company Limited*

dispute: C.O. appointed, 494; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 988.

*Pacific Tanker Company Limited*

dispute: C.O. appointed, 882.

**Seafarers' International Union of North America—Conc**

*Packers Steamship Company Limited*

dispute: C.O. appointed, 68; C.B. appointed, 175; C.B. fully constituted, 271.

*N. M. Paterson and Sons Limited*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883.

*J. P. Porter Company Limited*

dispute: C.O. appointed, 882; C.B. appointed, 981; settlement, 1288.

*Quebec Paper Sales and Transportation Company Limited*

dispute: C.O. appointed, 494; C.B. appointed, 630; C.B. fully constituted, 631.

*Russell Construction Limited*

dispute: C.O. appointed, 882; C.B. appointed, 981; settlement, 1288.

*Shell Canadian Tankers Limited*

dispute: employees on MV *Western Shell*; C.B. report, 392.

*Sincennes-McNaughton Line Limited*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883.

*Guy Tombs Marine Services Limited*

dispute: C.O. appointed, 494; C.B. appointed, 630; C.B. fully constituted, 630; C.B. report, 1142, 1146.

*Union Steamships Limited*

dispute: C.O. appointed, 882; settlement, 1141.

*Upper Lakes and St. Lawrence Transportation Company Limited*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883.

*Valley Camp Coal Company of Canada Limited*

dispute: C.O. appointed, 494; settlement, 1286.

*Westward Shipping Limited*

dispute: employees on MV *Britamerican*; C.B. appointed, 68; fully constituted, 175; C.B. report, 756, 763.

dispute: employees on MV *Standard Service* and MV *B. C. Standard*: C.B. report, 69.

*Yellowknife Transportation Company Limited*

dispute: C.O. appointed, 68; C.B. appointed, 271; C.B. fully constituted, 391; C.B. report, 496; settlement, 982.

- Seamen:**  
*See also* Seafarers.  
 ILO adopts Convention on Wages, Hours of Work and Manning, 623.  
 ILO adopts Recommendation on Social Conditions and Safety of Seafarers in relation to Registration of Ships, 623.
- Seaway Forwarding Agencies Limited:**  
*ILA*  
 certification application on behalf of a unit of longshoremen, received, 881; granted, 979.
- Select Committee on Labour Relations:**  
*Ontario*  
 interim report, 615.
- Shell Canadian Tankers Limited:**  
*CMSC*  
 dispute: employees on *MV Western Shell*; C.B. fully constituted, 69; C.B. report, 630, 631.  
*NAME*  
 dispute: employees on *MV Western Shell*; C.B. fully constituted, 69; C.B. report, 630, 631.  
*SIU*  
 dispute: employees on *MV Western Shell*; C.B. report, 392.
- Sheltered Employment:**  
*United Kingdom*  
 Remploy, British non-profit company set up under Disabled Persons (Employment) Act 1944, 976.
- Shipping Federation of British Columbia:**  
*ILWU*  
 dispute with Locals 501, 502, 503, 504 and 508: C.O. appointed, 494; C.B. appointed, 630; C.B. fully constituted, 756; C.B. report, 982, 992; strike following C.B. procedure, 1142; settlement effected by I.I.C., 1288.
- Shipping Federation of Canada:**  
*ILA*  
 dispute with Local 269: C.O. appointed, 68; settlement, 174.  
 dispute with Local 375: C.O. appointed, 630; settlement, 630.  
 dispute with Local 1039: C.O. appointed, 174; settlement, 174.  
 dispute with Local 1720: C.O. appointed, 494; settlement, 630.  
 dispute with Local 1764: C.O. appointed, 270; settlement, 391.
- Shipping Industry:**  
*See also* Seafarers.  
 ILO adopts Recommendation on Medical Advice by Radio to Ships at Sea, 623.
- Shipping Industry—Conc**  
 ILO adopts Recommendation on Social Conditions and Safety of Seafarers in relation to Registration of Ships, 623.  
 ILO adopts Recommendation on the Contents of Medicine Chests on Board Ship, 623.
- Canada*  
 Royal Commission on Coasting Trade, 728. views expressed by CCCL, 1368.
- British Columbia*  
 British Columbia Coast Steamship Service Act. enactment, 1170.  
 Robert Knowlton Smith, QC, LLD, appointed administrator of strikebound CPR ships under provisions of Act, 838.
- United States*  
 SIU wins representation despite flag transfer, 717.  
 UMW condemns sale of ships to Cubans, 1106.
- Shops—Laws and Regulations:**  
*See* Store Laws and Regulations.
- Silicosis:**  
*See* Workmen's Compensation.
- Sincennes—McNaughton Line Limited:**  
*NAME*  
 dispute: C.O. appointed, 391; C.B. appointed, 495-96; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.  
*SIU*  
 dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.
- Skilled Labour:**  
*See* Training.
- Smith Transport Limited:**  
*CBRE*  
 certification application on behalf of a unit of employees, received, 494; withdrawn, 629.  
*IBT*  
 certification application by Local 106 on behalf of a unit of employees operating in and out of terminals in Nova Scotia and New Brunswick, received, 881; granted, 979.  
*TDU*  
 dispute with Local 106: C.O. appointed, 1141, 1286; C.B. appointed, 1399.
- Social Security:**  
*Laws and Regulations*  
*Canada*  
 viewpoint of CLC, 603.

**Social Security—Conc****Laws and Regulations—Conc***Saskatchewan*

Social Aid Act. amended, 282.

**Social Work:**

Equal Social Protection of Children Born out of Wedlock, 1241.

*Canada*

*Round Table on Man and Industry*—third of a series of conferences arranged by School of Social Work of University of Toronto, 1102.

**Soo-Security Freight Lines Limited:***IBT*

certification application by Local 979 on behalf of a unit of employees operating in and out of terminals in Manitoba, Saskatchewan and Alberta, received, 174; granted, 268.

certification application by General Drivers, Warehousemen and Helpers, Local 979; on behalf of a unit of employees, Regina, Sask., withdrawn, 67.

**Sorel Dock and Stevedoring Company Limited:***NCSL*

dispute: C.O. appointed, 391; settlement, 495.

**South Western Ontario Field Crops Employers' Association:**

organization and activities outlined at FLC, 30.

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

certification application by Local 1574, on behalf of a unit of office employees, received, 980; granted, 1139.

*IUMMSW*

certification application on behalf of a unit of employees employed at its property in Township 149, District of Algoma, received, 270; representation vote ordered, 269; granted, 387; rejected, 387.

*IUOE*

certification application by Local 796 on behalf of a unit of stationary engineers at its property in Township 149, District of Algoma, received, 67; granted, 172.

dispute with Local 796: C.O. appointed, 494; settlement, 1141.

*USWA*

certification application on behalf of a unit of employees at its property in Township 149, District of Algoma, received, 67; representation vote order, 269; granted, 387; rejected, 387.

**Stanrock Uranium Mines Limited:***IUMMSW*

representation vote ordered in dispute between company and a unit of employees (IUMMSW and USWA), 65.

certification application on behalf of a unit of employees on company's property in the District of Algoma, Ont., granted, 172.

certification application on behalf of a unit of employees, rejected, 173.

*USWA*

certification application on behalf of a unit of employees on company's property in the District of Algoma, Ont., granted, 172.

certification application on behalf of a unit of employees, rejected, 173.

representation vote ordered in dispute between company and a unit of employees (IUMMSW and USWA), 65.

**Starr, Hon. Michael, Minister of Labour:**

*See* Department of Labour—Minister.

**Stationary Engineering:***Laws and Regulations**New Brunswick*

Stationary Engineers Act. amended, 1167.

**Statistics:**

*See* Labour Statistics.

**Steel Industry:***Canada*

better wages and fringe benefits sought at policy conferences held in Winnipeg, 580.

CLC Executive Council supports Hamilton steel strike, 962.

*USA*

s.u.b. payments reduced by some large steel and aluminum companies, 718.

**Store Laws and Regulations:***Newfoundland*

St. John's Shops Act. regulation, 280.

**Strikes and Lockouts:**

"Strikes and Lockouts" monthly feature.

*Canada*

"should prohibit strikes while contract in force"—policy statement adopted at 28th meeting of CCC, 19.

termination of strike over diesel issue (CPR), 577.

*Quebec*

resolution calling for free exercise of the right to strike, adopted by QFL, 45.

resolution to give Federation power to call a general strike in the province defeated by Quebec Federation of Labour, 44.

*Legal Decisions*

B.C. court dissolves injunction against picketing by union of plumbers and pipefitters after lockout, 1406.

**Strikes and Lockouts—Contc***Statistics*

“Labour Statistics: G—Strikes and Lockouts”

**Superior Cartage (Lakehead) Limited:***IBT*

certification application by Local 990 on behalf of a unit of employees, received, 755; granted, 880.

dispute with Local 990: C.O. appointed, 1141.

**Supervision:***Canada*

Post Office Department plan to improve supervisors, adopted, 962.

**Supplementary Unemployment Benefits:**

See Guaranteed Employment and Wage Plans.

**Syndicate of Employees of CFGT:***Radio Lac St-Jean Limitee*

certification application on behalf of a unit of employees of Radio Station CFGT, granted, 1396; received, 1399.

**Syndicate of Employees of Station CHRL:***Radio Roberval Incorporated (CHRL)*

certification application on behalf of a unit of employees, received, 494; granted, 753.  
dispute: C.O. appointed, 882; settlement, 1141.

**T****Taxation:***Canada*

views of CLC, 602.

**Taxicabs:***Laws and Regulations**Manitoba*

Taxicab Act. regulations, 193.

**Teachers:***Canada*

shortage of teachers is world-wide, 1042.

trades teacher training course sponsored by CVT branch of federal Department of Labour, 343.

**Teamwork in Industry:**

monthly feature.

**Technical Assistance:**

See also International Labour Organization—Technical Assistance.

special fund for technical assistance to underdeveloped countries created by UN General Assembly, 1255.

**Technological Change:**

See Automation.

**Technology:***Canada*

technology may be solution to swings of economic pendulum—N. R. Crump, CPR president, 140.

training for girls and women at the Ryerson Institute of Technology, 17.

**Terminal Warehouses Limited:***ILA*

dispute with Local 1842: C.B. appointed, 68; C.B. fully constituted, 175; C.B. report, 392, 406; settlement, 631.

request for review of application under Section 61 (2) 1285; granted, 1398.

**Terra Nova Steamship Company Limited:***UMWA*

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

**Textile Industry:***Canada*

textile wage index rose 4.7 per cent in year, 1260.

See also International Labour Organization—Textiles Committee.

**Three Rivers Shipping Company:***ILA*

certification application by Local 1846 on behalf of a unit of coastwise longshoremen at Trois Rivieres and Cap de la Madeleine, received, 67; granted, 268.

certification application by Local 1846 on behalf of a unit of deepsea longshoremen at Trois Rivieres and Cap de la Madeleine, received, 67; granted, 268.

**Tidewater Shipping Company:***CMSG*

dispute: C.B. fully constituted, 883; C.B. report, 1287, 1288; settlement, 1288.

*ILWU*

certification application by Local 509 on behalf of a unit of longshoremen employed loading and unloading coastwise vessels at Vancouver, received, 628; granted, 753.

*NAME*

dispute: C.B. fully constituted, 883; C.B. report, 1287, 1288; settlement, 1288.

**Guy Tombs Marine Services Limited:***SIU*

dispute: C.O. appointed, 494; C.B. appointed, 630; C.B. fully constituted, 630; C.B. report, 1142, 1146.

**Toronto, Hamilton and Buffalo Railway Company:**

**BRT**

certification application on behalf of a unit of conductors; representation vote, 493; received, 494; granted, 753.

**ORCB**

certification application on behalf of a unit of conductors; representation vote, 493; received, 494.

**Toronto Terminals Railway Company:**

**IUOE**

certification application by Local 796 on behalf of a unit of stationary engineers and their helpers, received, 174; withdrawn, 270.

**Trade Union Membership:**

See Labour Unions—Membership.

**Trades Union Congress (Great Britain):**

annual conference, 90th, 1385.

Annual Conference of Representatives of Unions Catering for Women Workers—28th meeting, 739.

The Future of Women in Industry—one-day special information conference held in London, England, by National Women's Advisory Committee of the TUC, 1279.

too little automation greater fear for British worker, 22.

**Tradesmen's Qualifications:**

See Apprenticeship.

**Training:**

See also Apprenticeship; Vocational Training Advisory Council.

5,000 skilled Canadians move to United States annually, 348.

**Canada**

David Bridge appointed Technical Training Specialist, Vocational Training Branch, Department of Labour, 709.

C. Ross Ford named Chief, Vocational Training Branch, Department of Labour, 579.

Lakehead Vocational Training Welding School trains welders for pipeline, 717.

NES report on employment conditions of unskilled and semi-skilled workers, 713.

off-the-job training plan included in new contract between Fisher Flouring Mills Company, Seattle, Washington, and AFGM, 842.

retirement of A. W. Crawford, Director, Vocational Training Branch, Department of Labour, 578.

shortages of skilled and professional workers still exists in some parts of Canada, 343.

**Training—Conc**

**Canada—Conc**

*Skilled and Professional Manpower in Canada 1945-65*—report prepared by Department of Labour for Royal Commission on Canada's Economic Prospects, 351.

some localities report skilled labour shortages, 475.

summary of Department of Labour report—*Vocational Training Program in Canada*, 1252.

**British Columbia**

new vocational training plan announced by Department of Education and Department of Labour, 842.

**United States**

skilled tradesmen in automobile industry seek separation from UAW, 617.

skilled workers' petition for union representation other than UAW denied by NLRB, 719.

**Trans-Air Limited:**

**IAM**

certification application on behalf of a unit of maintenance and ground personnel, received, 628, 754; withdrawn, 755; granted, 880.

**Trans Canada Air Lines:**

**CALNA**

dispute: C.O. appointed, 630; settlement, 756.

**IAM**

request for review of decision, 66.

**TCA Sales Employees' Association**

dispute: C.O. appointed, 270; settlement, 270.

**Trans Canada Airlines Sales Employees' Association:**

**Trans Canada Air Lines**

dispute: C.O. appointed, 270; settlement, 270.

**Transport Drivers, Warehousemen and Helpers' Union:**

**Kingsway Transport Limited**

dispute with Local 106: C.O. appointed, 1286.

**Smith Transport Limited**

dispute with Local 106: C.O. appointed, 1141, 1286; C.B. appointed, 1399.

**Transport Hull Metropolitan Limitee:**

**AASERE**

certification application on behalf of a unit of bus operators and garage employees (Division 591), received, 980.

**Transportation:**

See Motor Transportation.

**Truro and District Labour Council:**

establishment, 1349.

## U

**Unemployment:**

situation in U.S.A. and European countries, 245.

*Canada*

B.C. unions urge action against unemployment, 714.

CLC outlines plan to end unemployment, 349.

CMA president says management acting to increase unemployment, 1346.

delegation of unemployed Ontario and Quebec workers submits brief to Cabinet, 712.

rapid population growth cause of unemployment—Minister of Labour, 18.

views expressed by CCCL, 1367.

views expressed by Manitoba Federation of Labour, 1377.

views expressed by Ontario Federation of Labour, 1370.

*Manitoba*

views expressed by Manitoba Federation of Labour, 1346.

*Nova Scotia*

views expressed by UMWA, 252.

*Ontario*

Ontario to pay direct labour costs of works programs to aid unemployed, 245.

*Quebec*

men replace machines, unemployed given jobs, 967.

*United Kingdom*

unemployment, at mid-October, highest since 1952, 1378.

**Unemployment Insurance:***Canada*

amendments to Act in 1957, 153.

viewpoint of B.C. Federation of Labour, 1375.

viewpoint of CCCL, 1366.

viewpoint of CLC, 604.

views of FLC, 29.

"Monthly Report on Operation of the Unemployment Insurance Act" monthly feature.

*United States*

U.S. legislation to extend duration of jobless benefits, proposed, 342.

**Laws and Regulations***Canada*

Unemployment Insurance Act. amended to provide for payment of benefit to fishermen, 188.

*Statistics*

"Labour Statistics: E-Unemployment Insurance" monthly feature.

**Unemployment Insurance Commission:**

15th annual report on jobless benefits, 22.

obituary of S. Harry McLaren, former Executive Director, 1255.

*Commissioner*

R. J. Tallon's term extended, 21.

*Umpire—Decisions*

Decisions, CU-B, 1422, 86; 1423, 87; 1443, 195; 1455, 423; 1464, 424; 1483, 518; 1484, 519; 1575, 1415; 1578, 1416.

**Unemployment Insurance Advisory Committee:**

annual report, 1034.

**Unemployment, Seasonal:***Canada*

appeal to increase winter construction made by Harold J. Ball, president, CCA, 711, 1251.

eight provinces participate in federal Government's winter work program, 1345.

federal winter work program reviewed at Farm Labour Conference, 31.

government shares cost of winter work projects, 1251.

National Winter Employment Conference, 847.

plans for winter work urged in letter sent by Minister of Labour to business men and householders, 17.

views of CCA, 260.

*Manitoba*

plans to spur winter employment announced at special session of Manitoba Legislature, 1251.

*Ontario*

2,350 persons in Ontario given employment under provincial Government's winter unemployment program, 343.

*Germany*

sample survey by Federal Institution for Placement and Unemployment Insurance shows that winter unemployment has chain of causes, 962.

**Unfair Labour Practices:***Legal Decisions*

Sask. Court of Appeal confirms principle that, in *certiorari* proceedings, Court cannot sit in appeal from Labour Board's decision, 897.

Sask. Court of Appeal upholds LRB order to company found guilty of unfair labour practice to reinstate worker, 1163.

**Union Label:**

See Canadian Labour Congress—Union Label Trades Department.

**Union Security:**

union security and the right to work—address by Prof. Sylvester Petro at CMA general meeting, 735.

**Union Steamships:*****CMSC***

dispute: C.B. fully constituted, 883; C.B. report, 1287, 1288; settlement, 1288.

***NAME***

dispute: C.B. fully constituted, 883; C.B. report, 1287, 1288; settlement, 1288.

***SIU***

dispute: C.O. appointed, 882; settlement, 1141.

**United Automobile Workers:**

abolition of moonlighting urged by Canada Council of UAW, 1102.

all U.S. auto firms sign similar pacts with UAW, 1260.

Canadian UAW plans program of public works and conference on full employment, 840.

Ford—UAW agreement may set industry pattern, 1103.

Ont. High Court of Justice dismisses company's application to quash award of umpire appointed under collective agreement, 186.  
skilled workers' petition for union representation other than UAW denied by U.S. NLRB, 719.

special convention sets 1958 bargaining goals, 142.

wages unchanged in new UAW-Kelvinator contract, 968.

**United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, International Union of:*****McCabe Grain Company Limited***

dispute: employees in Seed Plant Division; settlement following strike action, 69.

**United Brotherhood of Carpenters and Joiners of America:**

28th annual convention, 1349.

UBCJA authorize secession from AFL-CIO, 1349.

***Construction Contractors***

dispute with Local 2499: C.O. appointed, 755; settlement, 882.

***Hall Limited***

dispute with Local 2499: C.O. appointed, 755; settlement, 882.

***Poole Construction Company Limited***

dispute with Local 2499: C.O. appointed, 755; settlement, 882.

**United Electrical, Radio and Machine Workers of America:**

IUE to redouble efforts to "demolish" rival UE, 1105.

**United Grain Growers Limited:*****UBW***

dispute with Local 333: C.O. appointed, 391.

**United Mine Workers of America:**

brief submitted to provincial cabinet by District 26, 252.

27th convention, District 26, 1106, 1257.

***AMF Atomic (Canada) Limited***

certification application on behalf of a unit of employees, received, 1140; granted, 1396.

***Central Mortgage and Housing Corporation***

certification application by Local 139-J, United Construction Workers' Division of District 50, on behalf of a unit of building service employees at Villeray Terrace project in Montreal, received, 174; granted, 268.

***Clarke Steamship Company Limited and associated companies***

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

***Eldorado Mining and Refining Limited***

certification application by Local 13173: received, 755; rejected, 979.

dispute with Local 13173: C.O. appointed, 882.

***Gulf Ports Steamship Company Limited***

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

***Inter Island Steamship Company Limited***

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

***La Compagnie de Navigation Charlevoix-Saguenay Limitee***

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

***La Compagnie de Transport du Bas St. Laurent Limitee***

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

***La Traverse Riviere-du-Loup St. Simeon Limitee***

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

***Magdalen Islands Transportation Company Limited***

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.



**United Mine Workers of America—Conc**

*North Pioneer Steamship Company Limited*  
certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

**Terra Nova Steamship Company Limited**

certification application by District 50, Local M-128, on behalf of a unit of employees, received, 628; granted, 753.

**United Nations:**

Hon. Milton F. Gregg, V.C., former Minister of Labour, appointed resident officer at Baghdad, Iraq, 145.

special fund for technical assistance to underdeveloped countries created by U.N. General Assembly, 1255.

**United Nations Commission on the Status of Women:**

Canadian representative, Mrs. Harry S. Quart, MBE, accompanied by Miss Marion Royce, Director, Women's Bureau, Department of Labour, at convention in Geneva, 246.

**United Packinghouse Workers of America:**

guaranteed work year won by sugar industry workers (UPWA), 581.

**Robin Hood Flour Mills**

dispute with Local 326: C.O. appointed, 755; C.B. appointed, 1141; C.B. fully constituted, 1142; C.B. report, 1400, 1405.

**United Rubber Workers:****Canada**

Local accepts 3-year supplementary s.u.b. plan of Goodyear Tire and Rubber Company of Canada Limited, 144.

**United States**

GM and URW income security plan under terms of new contract, 964.

**United States Senate Select Committee on Improper Activities in Labour or Management Field:**

U.S. rackets committee issues interim report, 476.

**United Steel Corporation Limited:**

Ont. High Court upholds jurisdiction of board of arbitration to entertain grievances submitted by the union, 642.

**United Steelworkers of America:**

better wages and fringe benefits sought at policy conferences held in Winnipeg, 580.

biennial convention, 9th, 1104.

R. J. Lamoureux appointed national safety and health representative in Canada, 583.

**United Steelworkers of America—Conc**

national policy conference in Winnipeg, 477. to represent employees on canal system of St. Lawrence Seaway, formerly member of USWA, 1350.

**Can-Met Explorations Limited**

certification application on behalf of a unit of employees at Quirke Lake, Ont., received, 174; rejected, 387; reasons for judgment, 389.

**Canadian Arsenals Limited**

certification application on behalf of a unit of production employees (Gun Ammunition Division, Lindsay, Ont.), received, 628; withdrawn, 882.

**Consolidated Denison Mines Limited**

certification application on behalf of a unit of production employees, received, 980; representation vote ordered, 1396; rejected, 1398.

**Stanleigh Uranium Mining Corporation Limited**

certification application on behalf of a unit of employees at its property in Township 149; District of Algoma, received, 67; representation vote ordered, 269; granted, 387; rejected, 387.

**Stanrock Uranium Mines Limited**

certification application on behalf of a unit of employees on company's property in the District of Algoma, Ont., granted, 172.

certification application on behalf of a unit of employees, rejected, 173.

representation vote ordered in dispute between company and unit of employees (IUMMSW and USWA), 65.

**Universities and Colleges:****Canada**

long-range outlook good for university graduates, 1346.

**Quebec**

Que. Federation of Labour seeks unconditional financial assistance for provincial universities, 45.

**University of Toronto:**

*Round Table on Man and Industry*—third of a series of conferences arranged by School of Social Work of University of Toronto, 1102.

**Upper Lakes and St. Lawrence Transportation Company Limited:****NAME**

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 756; C.B. report, 1142; settlement, 1288.

**Upper Lakes and St. Lawrence Transportation Company Limited—Conc**

*SIU*

dispute: C.O. appointed, 391; C.B. appointed, 495; C.B. fully constituted, 630; C.B. report, 883; settlement, 1287.

**V**

**Vacations:**

*Collective Labour Agreements*

*Australia*

Code provides 13 weeks' leave after 20 years' service for employees in agreement reached between representatives of employers' organizations and Australian Confederation of Trade Unions, 963.

*United States*

longer paid vacations indicated in study on paid vacations in major union contracts, 1350.

*Laws and Regulations*

*Alberta*

Labour Act. regulations, 190, 514.

*Canada*

changes in 1958 in annual vacation legislation, 1159.

Annual Vacations Act. regulations, 1159, 1409.  
federal Annual Vacations Act proclaimed, 837.

*New Brunswick*

Vacation Pay Act. regulations extended, 1159.

*Nova Scotia*

Vacation Pay Act. regulations, 1159.

*Saskatchewan*

Annual Holidays Act. amended, 582, 1159.

**Valley Camp Coal Company of Canada Limited:**

*SIU*

dispute: C.O. appointed, 494; settlement, 1286.

**Vancouver Tug Boat Company Limited:**

*IWA*

certification application by Local 1-71 on behalf of a unit of employees engaged in booming and rafting, received, 1285; withdrawn, 1286; received, 1399.

**Venezuela:**

rejoins ILO, 384.

**Victoria and Vancouver Stevedoring Company Limited:**

*ILWU*

dispute with Local 507: C.O. appointed, 630; C.B. appointed, 1141.

**Vocational Education:**

*See also* Vocational Training Advisory Council.

*Canada*

summary of Department of Labour report—*Vocational Training Program in Canada*, 1252.

trades teacher training course sponsored by CVT branch of federal Department of Labour, 343.

vocational training for older married women re-entering the labour force, 1355.

*Belgium*

vocational guidance provided by law, 1252.

*British Columbia*

increased provision for vocational education forecast in Throne Speech 143.

new vocational training plan announced by Department of Education and Department of Labour, 842.

**Vocational Rehabilitation:**

International Northern Great Plains Conference on Rehabilitation, 1135.

demonstration of U.S. rehabilitation techniques at 42nd International Labour Conference, 745.

*Canada*

eight provincial reports on rehabilitation cases, 862.

F. S. Hatcher of Vancouver, appointed to staff of Co-ordinator of Civilian Rehabilitation, Department of Labour, 709.

health services and rehabilitation, 58.

Operation Reliance Inc., 263.

NES placement officers given counselling course, 1348.

nine provinces use Schedule "R" under the Canadian Vocational Training Act, 168.

Second Atlantic Region Workshop on Rehabilitation of Disabled Persons, 1392.

seminar on rehabilitation of disabled in Asia and Far East, 489.

Successful Rehabilitation—series of articles based on files of NES: 54, 166, 261, 378, 487, 616, 744, 860, 974, 1134, 1277, 1391.

*New Brunswick*

Workmen's Compensation Act. provision, 766.

*Newfoundland*

Workmen's Compensation Act. provision, 766.

*Ontario*

Workmen's Compensation Board Hospital and Rehabilitation Centre moves to new buildings in Downsview, 715.

*United Kingdom*

United Kingdom Disabled Persons (Employment) Bill, 380.

**Vocational Rehabilitation—Conc***United States*

group urges expansion of training programs for disabled, 1278.

**Vocational Training Advisory Council:**

26th meeting, 346.

27th meeting, 1354.

**W****Wage Adjustments:***Collective Labour Agreements**Ontario*

drop escalator clause in new brewery contract, 1103.

*United States*

four million workers to get deferred raises in 1958 by long-term contracts, 23.

**Wage Payment Systems:***Canada*

prevailing rate problem "difficult" says Gordon Cushing, Assistant Deputy Minister of Labour, 966.

*United Kingdom*

one worker in three paid by results, 964.

**Wage Rates:***Manufacturing Industries*

marked rise in wages in manufacturing since 1945, 840.

wage rates for labourers in manufacturing, October, 1957, 726.

*Textile Industry*

wage index rose 4.7 per cent in year, 1260.

**Wages and Salaries:**

ILO adopts Convention on Wages, Hours of Work and Manning, 623.

*Canada*

rate boost averts strike by railroad unions, 1350.

views expressed at CLC convention, 602.

wage—price—profit probe urged by Executive Council (CLC), 580.

*United States*

views expressed at AFL-CIO convention, 49.

wage increases in New York state averaged 11 cents in 1957, 839.

*Collective Labour Agreements**United States*

wage settlements, 963.

*Labour Disputes*

wage dispute between Canadian railways and 13 unions of non-operating employees: appointment of Hon. C. P. McTague, Q.C., chairman, C.B., 17; withdrawal, 140; appointment of Hon. Mr. Justice H. F. Thomson as C.B. chairman, 245.

**Wages and Salaries—Conc***Laws and Regulations**British Columbia*

Semi-monthly payment of Wages Act. extended, 191.

*Office Workers*

salaries at record level in 1957—survey of National Office Management Association, 23.

*Statistics*

"Labour Statistics: C-Employment, Hours and Earnings" monthly feature.

*Steel Industry*

views expressed by USWA at national policy conference in Winnipeg, 477.

**Welfare:**

See Employee Welfare.

**West Indies Wharf (United Keno Hill Mines Limited and Cassiar Asbestos Corporation Limited):***ILWU*

dispute: C.O. appointed, 391; settlement, 495.

**Western Ontario Broadcasting Company Limited:***NABET*

certification application on behalf of a unit of Film Editing Department employees (Station CKLW-TV), received, 1399.

dispute: C.O. appointed, 1286.

**Western Stevedoring Company Limited:***ILWU*

dispute with Local 507: C.O. appointed, 630; C.B. appointed, 1141.

**Western Union Telegraph Company:***ACA*

dispute: employees in Cable Division: C.B. appointed, 271; C.B. fully constituted, 391; C.B. report, 883, 889; settlement, 982.

**Westward Shipping Limited:***CMSG*

dispute: employees on MV *Britamerican*: C.B. fully constituted, 69; C.B. report, 496, 499.

dispute: employees on MV *Standard Service* and MV *B.C. Standard*: C.B. fully constituted, 68; C.B. report, 496, 499.

*NAME*

dispute: employees on MV *Britamerican*: C.B. fully constituted, 69; C.B. report, 496, 499.

dispute: employees on MV *Standard Service* and MV *B.C. Standard*: C.B. fully constituted, 68; C.B. report, 496, 499.

*SIU*

dispute: employees on MV *Britamerican*: C.B. appointed, 68; fully constituted, 175; C.B. report, 756, 763.

**Westward Shipping Limited—Conc***SIU—Conc*

dispute: employees on *MV Standard Service* and *MV B.C. Standard*: C.B. report, 69.

**Wheeler Air Lines Limited:***UAW*

certification application on behalf of a unit of maintenance employees, St. Jovite, Que., received, 1139; withdrawn, 1141.

certification application on behalf of a unit of maintenance employees, received, 1140; granted, 1396; representation vote, 1397.

*Wheeler Airlines Limited Employees' Association*

certification application on behalf of a unit of maintenance employees at St. Jovite, Montreal, Val d'Or, Quebec, Frobisher Bay, Site 41, Great Whale, Fox, N.W.T., and Goose Bay, Labrador, received, 1285; rejected, 1398.

**Wheeler Airlines Limited Employees' Association:***Wheeler Airlines Limited*

certification application on behalf of a unit of maintenance employees at St. Jovite, Montreal, Val d'Or, Quebec, Frobisher Bay, Site 41, Great Whale, Fox, N.W.T., and Goose Bay, Labrador, received, 1285; rejected, 1398.

**White-Collar Workers:**

See Labour Movement; Office Workers.

**Widows' Pensions:***Laws and Regulations**Manitoba*

Workmen's Compensation Act. amended, 765.

*New Brunswick*

Workmen's Compensation Act. amended, 765.

*Ontario*

Workmen's Compensation Act. amended, 765.

*Prince Edward Island*

Workmen's Compensation Act. amended, 766.

**Winter Employment:**

See Unemployment, Seasonal.

**Louis Wolfe and Sons (Vancouver) Limited:***ILWU*

dispute with Local 507: C.O. appointed, 630; C.B. appointed, 1141.

**Women in Industry:**

See also Canadian Federation of University Women; National Council of Women.

Canadian woman, Mrs. Betty Whittaker, elected 6th Vice-President, IBB, 1393.

**Women in Industry—Conc**

Canadian representative, Mrs. Harry S. Quart, MBE, accompanied by Miss Marion Royce, Director, Women's Bureau, Department of Labour, at convention in Geneva, 246.

meeting of 12th Session, U.N. Commission on the Status of Women, 264.

The Future of Women in Industry—one-day special information conference held in London, England, by National Women's Advisory Committee of the TUC, 1279.

Women's Exhibition in Switzerland, 1393.

*Canada*

Canadian Conference on Nursing, 169.

change in women's employment situation, July 1957 to July 1958, 1136.

Married Women Working for Pay in Eight Canadian Cities, 148.

psychiatric nursing, 490.

*To the Older Worker*—booklet issued by University Women's Club, Vancouver, B.C., to help older women wanting to work, 719.

training for girls and women at the Ryerson Institute of Technology, 17.

vocational training for older married women re-entering the labour force, 1355.

women's work in Newfoundland, 59.

"With the Women's Bureau"—monthly feature.

*Great Britain*

Annual Conference of Representatives of TUC Unions Catering for Women Workers—28th meeting, 739.

*United States*

"Womanpower Revolution", 264.

**Workers' Education:**

See Labour Education.

**Workmen's Compensation:***Canada*

Civil Service accident claims received by Government Employees Compensation Branch rise in January 1958, 253.

views expressed at CLC convention, 605.

*British Columbia*

views of Federation of Labour, 20.

*Ontario*

incidence of silicosis in mines reduced, 141. Workmen's Compensation Board Hospital and Rehabilitation Centre moves to new buildings in Downsview, 715.

*Laws and Regulations**Canada*

changes in 1958 in Canadian laws, 765.

*British Columbia*

Workmen's Compensation Act. regulations, 413, 516.

**Workmen's Compensation—Con****Laws and Regulations—Conc***Manitoba*

Workmen's Compensation Act. amendments, 582, 765.

*New Brunswick*

Workmen's Compensation Act. amendments, 766, 767.

*Newfoundland*

Workmen's Compensation Act. amendments, 766.

*Northwest Territories*

Workmen's Compensation Act. amendments, 767.

*Nova Scotia*

Workmen's Compensation Act. revised regulation, 766.

*Ontario*

Workmen's Compensation Act. amendments, 83, 344, 766.

*Prince Edward Island*

Workmen's Compensation Act. provision, 766.

*Saskatchewan*

Workmen's Compensation Act. amended, 766.

*Yukon*

Workmen's Compensation Act. amended, 767.

**Legal Decisions**

B.C. Supreme Court, holding persons were not "workmen" under Act, quashes assessment levied by compensation Board, 184.

**Workmen's Compensation—Conc****Legal Decisions—Conc**

Sask. Court of Appeal rules that mistaken medical opinion does not invalidate a release from claims for compensation, 72.

**Y****Yellowknife Transportation Company Limited:****SIU**

dispute: C.O. appointed, 68; C.B. appointed, 271; C.B. fully constituted, 391; C.B. report, 496; settlement, 982.

**F. M. Yorke and Son Limited:****ILWU**

dispute with Local 509: C.B. appointed, 68; settlement, 392.

**Youth:****France**

studies on problems related to work places and placement of young people conducted by Department of Labour and Social Welfare, 842.

**Yukon Consolidated Gold Corporation:****IUMMSW**

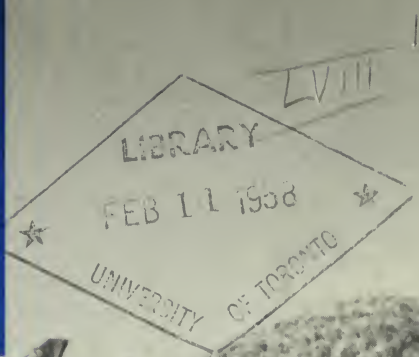
dispute with Local 564: C.O. appointed, 174; settlement, 270.

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# THE ABOUT AZETTE



Federal-Provincial Farm Labour Conference (p. 29)

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Vol. LVIII, No. 1	CONTENTS	JANUARY 31, 1958
	Current Manpower and Labour Relations Review .....	1
	Notes of Current Interest .....	17
	Proceedings of Parliament of Labour Interest .....	25
	15th Federal-Provincial Farm Labour Conference .....	29
	Prejudice and Discrimination .....	34
	2nd Annual Convention of the Quebec Federation of Labour .....	42
	AFL-CIO 2nd Biennial Convention .....	46
	8th Meeting, Apprenticeship Training Advisory Committee ..	52
	Successful Rehabilitation—II .....	54
	Industrial Fatalities in Canada, Third Quarter, 1957 .....	55
	Health Services and Rehabilitation .....	58
	Women's Work in Newfoundland .....	59
	50 Years Ago This Month .....	60
	<b>International Labour Organization:</b>	
	Technical Meeting on Mines other than Coal Mines .....	61
	Experts Examine Protection of Workers Against Radiation .....	62
	Meeting of Experts on Workers' Education .....	..
	<b>Teamwork in Industry</b> .....	64
	<b>Industrial Relations:</b>	
	Certification Proceedings .....	65
	Conciliation Proceedings .....	68
	<b>Labour Law:</b>	
	Legal Decisions Affecting Labour .....	72
	Recent Regulations under Provincial Legislation .....	80
	<b>Unemployment Insurance:</b>	
	Monthly Report on Operations .....	85
	Decisions of Umpire .....	86
	<b>Labour Conditions in Federal Government Contracts</b> .....	88
	<b>Prices and the Cost of Living</b> .....	93
	<b>Strikes and Lockouts</b> .....	95
	<b>Publications Recently Received in Department's Library</b> ....	96
	<b>Labour Statistics</b> .....	99

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## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

EMPLOYMENT in mid-December was estimated to be 5,580,000, about 118,000 lower than in the previous month and 25,000 higher than a year earlier. The decline in employment during the month was greater than in the past several years. Non-residential construction work fell sharply, an unusually small pulp-cutting program neared completion, and layoffs in the automobile and associated industries continued intermittently. Some offsetting gains occurred in the mining and service industries.

The labour force also declined during the month, by about the same amount as during the same month a year earlier. The increase in the labour force over the year was maintained at 225,000, or 3.9 per cent; this was about twice the average annual increase in the preceding five years.

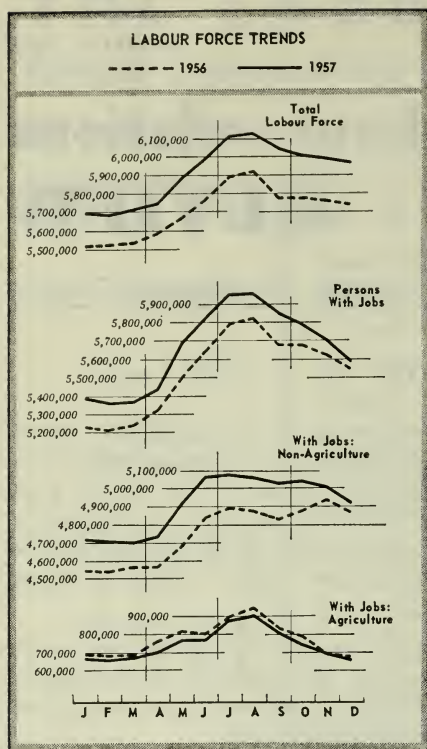
The number of persons seeking work rose to 6.5 per cent of the labour force, compared with 3.2 per cent in December 1956, 3.6 per cent in 1955 and 4.6 per cent in 1954. The ratio was higher than the national average in the Atlantic, Quebec and Pacific regions, and lower in Ontario and the Prairie Provinces.

### Output

The year-end employment figures partially reflected a slowdown in economic activity that has been evident since the beginning of 1957. Current indications are that the volume of output for the year will be about the same as in 1956. This represents a substantial change from the gains of 7 and 9 per cent that occurred in the two preceding years.

Although the reasons behind the change from rapid expansion to stability are not entirely clear, a number of contributing factors stand out. Among these are a decline in housing in the early part of 1957 and a slowdown in the rate of industrial expansion and resource development in the latter half; reduced world demand for the products of some export industries; a reduction in the rate of inventory accumulation; and a decline in the sales of automobiles. Offsetting strengths during the year have been the continued growth of consumer expenditures, particularly on non-durable goods and services; the steady rise in government spending; and a renewed upswing in housing in the second half of the year.

**A Monthly Labour Gazette Feature**



Total consumer expenditures for the first three quarters of 1957 were 6 per cent higher than in the same period in 1956. After allowing for price changes, however, the gain is only 2 per cent, one of the smallest in the postwar period. Expenditures on consumer durable goods were down by 5 per cent, in real terms, largely because of smaller purchases of automobiles. This decline was more than offset by an increase in consumer outlays on non-durable goods and services.

Expenditures on residential construction in the first nine months were 10 per cent lower than in the previous year. A recent upturn in housing activity, stemming from new mortgage money which has been made available by the Government, is almost certain to make this gap smaller by the end of the year. In the larger urban centres, the number of housing starts in the last quarter of 1957 was 50 per cent greater than a year earlier. For the country as a whole, total starts for the year are expected to be less than 5 per cent lower than last year.

The boom in non-residential construction, which began early in 1955, was maintained through most of 1957. In the first nine months, expenditures on non-residential building were 21 per cent higher than in the same period in 1956 and, despite the decline in housing, employment in the construction industry reached a new high of 520,000, about 8 per cent above the year-earlier figure. There were, however, some signs of slackening in the second half of the year. Many projects neared completion; some already under way were delayed because of poor market conditions, and relatively few large new projects were begun. In the second half of the year, construction contracts awarded for industrial and engineering work reached only about half the total of a year earlier. There have been no signs of slackening in highway or institutional building; many areas report that this type of construction may even be higher in 1958 than in 1957.

The slackening in industrial building was accompanied by a decreasing rate of expenditures on new machinery and equipment. Total outlays in the first nine months were 5 per cent higher in 1957 than in 1956. In the third quarter, however, total outlays, seasonally adjusted, were down 11 per cent from the first quarter. This decline had a direct effect on employment in machinery manufacturing and was partially responsible for lower levels of employment and production in the primary iron and steel industry.

Reductions in inventory investment have perhaps had a greater restraining influence. Throughout the year stocks were building up at a progressively slower rate and this, of course, has meant reduced production. Inventory accumulation dropped from \$939 million in 1956 to \$16 million in the

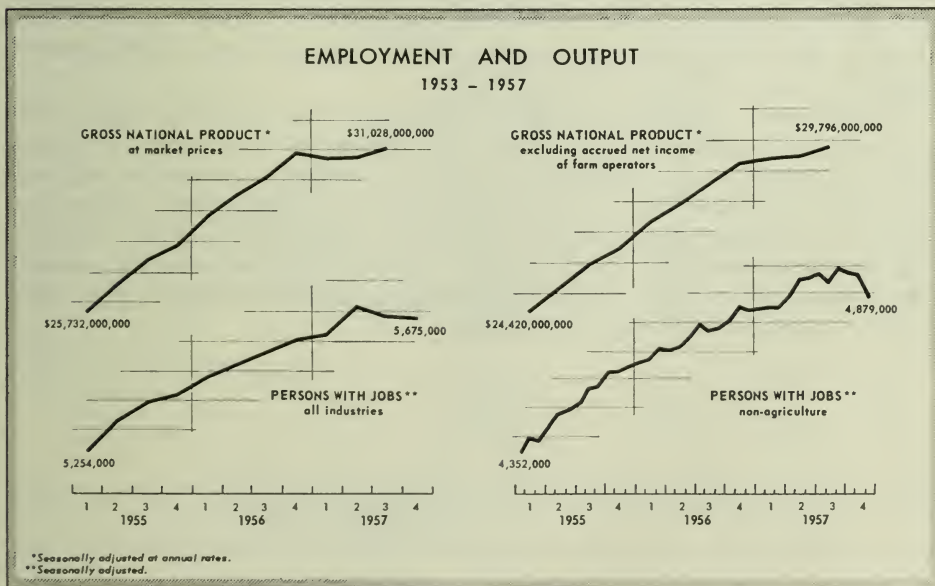
third quarter of 1957 (seasonally adjusted at annual rates). The effect of this slowdown was most pronounced in manufacturing, particularly in the wood products, electrical apparatus, transportation equipment and pulp and paper industries.

Motor vehicle production, which is traditionally irregular, fluctuated even more than usual during 1957. The shutdown for retooling began early in August and continued for a longer period than usual. After the introduction of new models, short-term shutdowns were frequent. Passenger car sales in October were 19 per cent lower than a year earlier, and did not improve in the last two months of the year. Intermittent layoffs continued into January. However, some increase in sales was reported by the industry and expectations were that production would increase in coming months.

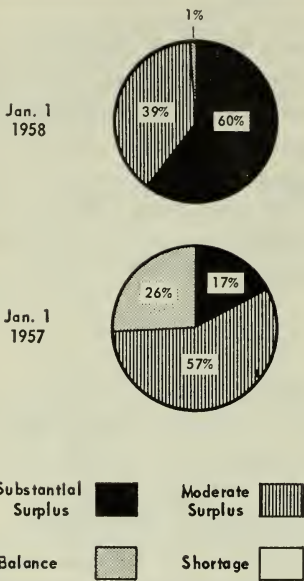
## Employment

For more than half of 1957 employment continued to rise in spite of the levelling-off in output, and only in the last quarter was there any appreciable downward trend. In October, non-agricultural employment was 3 per cent above the year-earlier figure; in December it was still higher than a year earlier although the margin was the smallest in almost three years.

One of the reasons for the earlier divergence of production and employment trends is the reluctance of employers to release experienced workers. Many manufacturers, when faced with production cutbacks of uncertain duration, prefer to reduce hours of work until the outlook becomes clearer. This type of adjustment has been fairly extensive. In December the number of workers on short-time or laid off temporarily was 103,000, compared with fewer than 60,000 a year earlier. The work-week in manufacturing averaged 40.3 hours in November, down from 41.6 hours a year earlier; among other main industry groups only mining showed a longer work-week than a year ago.



**DISTRIBUTION OF PAID WORKERS IN THE  
FOUR LABOUR MARKET CATEGORIES**



A change in industrial distribution during the year has also contributed to the differing trends in employment and production. In general, the shift has been from goods-producing industries, in which output per man is relatively high, to industries with lower productivity. In the first half of the year the sharpest reductions took place in the manufacture of wood products, motor vehicles, electrical appliances and, owing to the strike of aluminum workers at Arvida, non-ferrous metal products. The most notable gains, on the other hand, occurred in the distribution and service industries. By the end of the year these accounted for 58 per cent of all non-agricultural employment, one percentage point higher than a year earlier.

Layoffs became more extensive during the last quarter of the year, causing a moderate downturn in total employment. Forestry was one of the main contributing industries. Normally employment in this industry increases by 50,000 or more in the second half of the

year. This year, however, the seasonal pattern was entirely upset because of a sharp reduction in pulp-cutting programs in eastern Canada. Total forestry employment in December was estimated at only 104,000, compared with 158,000 a year earlier.

Construction contributed substantially to the decline in total employment only during December; slackening was most evident in the non-residential part of the industry. Total construction employment, which showed a gain of more than 5 per cent over a year earlier through most of 1957, fell to about the same level at the end of the year.

The steady expansion of the service industries and the more stable goods-producing industries, has offset these declines to a considerable extent. With the settlement of the strike of aluminum workers in September, employment in non-ferrous metal products returned to normal. The shipbuilding, food and beverages, and chemicals industries continued to expand steadily. Mining employment was maintained in spite of the unfavourable market demand for copper, lead and zinc. The resulting employment losses were offset by the expanding production of uranium.

# Current Labour Statistics

(Latest available statistics as of January 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)	Dec. 14	5,966,000	- 0.4	+ 3.9
Total persons with jobs	Dec. 14	5,580,000	- 2.1	+ 0.5
At work 35 hours or more	Dec. 14	4,887,000	+11.2	- 3.4
At work less than 35 hours	Dec. 14	537,000	-52.3*	+ 44.0
With jobs but not at work	Dec. 14	156,000	-13.3	+ 28.9
With jobs but on short time	Dec. 14	60,000	+15.4	+106.9
With jobs but laid off full week	Dec. 14	29,000	+45.0	+ 31.8
Persons without jobs and seeking work	Dec. 14	386,000	+32.2	+107.5
Persons with jobs in agriculture	Dec. 14	662,000	- 4.5	- 2.7
Persons with jobs in non-agriculture	Dec. 14	4,918,000	- 1.7	+ 0.9
Total paid workers	Dec. 14	4,471,000	- 1.6	+ 0.3
Registered for work, NES (b)				
Atlantic	Dec. 12	75,400	+89.4	+ 74.5
Quebec	Dec. 12	170,900	+73.2	+ 89.3
Ontario	Dec. 12	170,500	+47.1	+ 85.1
Prairie	Dec. 12	76,700	+65.3	+ 72.7
Pacific	Dec. 12	77,200	+50.8	+ 73.9
Total, all regions	Dec. 12	570,700	+62.1	+ 81.5
Claimants for Unemployment Insurance benefit				
Benefit	Dec. 1	403,273	+50.5	+ 87.2
Amount of benefit payments	November	\$18,989,040	+16.3	+104.7
Industrial employment (1949 = 100)	Nov. 1	125.3	- 1.3	- 0.7
Manufacturing employment (1949 = 100)	Nov. 1	116.2	- 1.7	- 2.0
Immigration	1st 9 mos.	244,266	—	+122.0 (c)
<i>Strikes and Lockouts</i>				
No. of days lost	December	152,935	—	+ 34.8 (c)
No. of workers involved	December	7,327	—	- 3.4 (c)
No. of strikes	December	18	—	+ 7.7 (c)
<i>Earnings and Income</i>				
Average weekly wages and salaries	Nov. 1	\$68.81	- 0.1	+ 3.9
Average hourly earnings (mfg.)	Nov. 1	\$1.60	- 0.6	+ 3.1
Average hours worked per week (mfg.)	Nov. 1	40.6	- 0.3	- 2.4
Average weekly earnings (mfg.)	Nov. 1	\$64.76	- 0.9	+ 0.6
Consumer price index (av. 1949 = 100)	Dec. 1	123.1	- 0.2	+ 2.2
Real weekly earnings (mfg. 1949 = 100)	Nov. 1	126.0	- 0.7	- 1.8
Total labour income	October	\$1,342,000,000	- 0.2	+ 5.4
<i>Industrial Production</i>				
Total (average 1935-39 = 100)	October	289.9	- 0.8	- 3.6
Manufacturing	October	282.7	- 1.1	- 4.9
Durables	October	328.0	+ 2.1	- 9.1
Non-Durables	October	253.8	- 3.5	- 1.0

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October 1957 *Labour Gazette*.

(b) See inside back cover, October 1957 *Labour Gazette*.

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

\* Remembrance Day holiday fell in survey week.

# Labour-Management Relations

WITH a large number of agreements in basic Canadian industries scheduled to expire in 1958, the year ahead will be marked by renegotiation of many agreements that have been pace-setters in the past. Such bargaining was at a minimum in 1957, the result of widespread signing of two-year contracts in 1956. Also foreshadowing a more active bargaining year in 1958 compared with 1957 is the fact that a significant proportion of the important contracts actually bargained last year expire in 1958.

**New Issues**—A review of 1957 bargaining shows that the year did not bring any large-scale innovations of issues for negotiation. Two years ago, supplemental unemployment benefits were discussed and adopted for the first time in some sections of Canadian industry. Last year, as shown by statistics included in the December 1957 *LABOUR GAZETTE* (p. 1410), such plans, or, as an alternative, severance pay plans, were introduced in a few more settlements, including those of the Aluminum Company of Canada, Arvida, Que., and of International Harvester, Hamilton. The plans are not, however, commonplace in collective agreements. An examination of 730 agreements currently in force showed SUB plans in 24, covering 57,600 workers, and severance pay plans in 41, covering 30,700 workers.

Other items that have increasingly been the subject of bargaining over the past year are a fourth week of vacation after 25 years' service, shorter service requirements for lesser vacation periods, and revisions of insurance and health benefit plans.

**Bargained Wage Changes**—Wage changes were the central part of settlements in 1957. Table I shows the increases included in 375 of the agreements bargained in 1957. The increases recorded here are those paid in the first year of the contract and consequently do not represent the total increase in the many agreements providing increases in subsequent years. It will be seen that the patterns of wage increases noted in the first half of the year (*L.G.*, Nov. 1957, p. 1347) held for the year as a whole. Changes of 5 to 15 cents an hour predominated and few agreements were signed without a wage increase.

TABLE 1—WAGE CHANGES IN FIRST YEAR OF CONTRACTS BARGAINED  
IN 1957

Amounts in Cents per Hour	Agreements		Employees Affected	
	Number	Per Cent	Number	Per Cent
No increase .....	19	5	6,658	2
0- 4.9 .....	17	4	7,305	3
5- 9.9 .....	140	38	112,376	40
10-14.9 .....	107	29	90,561	32
15-19.9 .....	52	14	36,554	13
20-24.9 .....	24	6	12,581	5
25 and over .....	16	4	13,281	5
Totals .....	375	100	279,316	100

**Strikes**—Despite the absence of bargaining in many areas during 1957, there was an increase in time loss from strikes. Preliminary estimates show a loss of more than 1,607,000 working days. This represented a 30-per-cent increase over the year before but was smaller than the time loss in 1955.

Much of the time loss is accounted for by a few lengthy strikes. The stoppage by workers of the Aluminum Company of Canada at Arvida alone accounted for more than one quarter of the year's time loss. Four other lengthy strikes accounted for another 25 per cent of the total. Of the latter group, only the strike of the British Columbia pulp and paper workers, which accounted for 7 per cent of the 1957 time loss, carried over into 1958.

**Income Advances**—Industrial relations developments played their part in the income advances made by Canadian workers in 1957. During the first 10 months of the year, labour income rose 8.3 per cent higher than in the same period the year before. Weekly and hourly average earnings increased by 4 to 5 per cent. For the worker, however, the 3-per-cent increase in prices as measured by the consumer price index took up much of the wage increase. In manufacturing, for example, real weekly earnings were 0.3 per cent less than 12 months earlier.

**Outlook for 1958**—By the end of 1957, most of the year's important negotiations had been settled. Two important negotiations that carried into 1958 involve 5,400 pulp and paper workers in British Columbia, still on strike, and 128,000 non-operating railway workers, whose dispute is now in conciliation. Even in the category of contracts covering 1,000 or more workers, bargaining beyond the two cases mentioned extend into 1958 for fewer than 60,000 workers.

Additional important bargaining this year will, however, emerge from last year's negotiations. While the pattern of the past two years in signing contracts for more than one year's duration was continued, many of the larger agreements were for one year only. In the contracts covering 1,000 workers or more, the proportion of longer-term to one-year agreements was almost two to one but the workers covered were almost equally divided between the two groups.

Unusually large numbers of agreements are due to expire in 1958, particularly in the first four months of the year. Before the end of April, expiry dates will be reached in such basic Canadian industries as steel, meat packing and electrical products. Based on the expiry dates of current agreements, it is estimated that at least 475,000 workers—almost one worker out of every three under agreement in Canada—will bargain in the period. They will bargain over the terms of more than 1,400 agreements. But more than 300,000 of these workers will be bargaining in groups of 1,000 or more.

This large-scale bargaining comes at a time of uncertainty as to the future level of Canada's economic activity, in the short-run at least. This is particularly true in the primary and durable goods industries, where a large part of bargaining in the first four months of the year is likely to occur. Such conditions give rise to a significant contrast in the economic climate in which bargaining will take place and that in which the agreements now expiring were bargained, since forecasts of continued economic expansion played an important role in settlements during recent years.

The number of agreements expiring will decrease after the first quarter of the year, but some important industrial areas will be bargaining agreements. For example, agreements with each of Canada's three large automobile manufacturers will expire in August, at about the same time renegotiation dates will be reached in the coal fields of the East and West and in the logging industry of British Columbia.

# BARGAINING CALENDAR—1958

(Based on expiry dates of contracts)

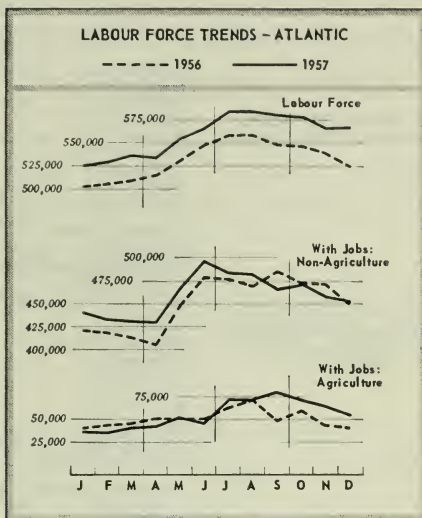
Industry	Union	Employer
<b>FIRST QUARTER</b>		
Gold Mining	Steelworkers	McIntyre Porcupine Mines, Schumacher
Meatpacking	Packinghouse Workers	Canada Packers, Burns, Swifts, across Canada
Rubber	Rubber Workers	Firestone, Hamilton; Goodyear, Toronto; Dominion, Kitchener
Basic Steel	Steelworkers	Steel Company of Canada, Hamilton
Construction	Various craft unions	Ontario Hydro (St. Lawrence Power Project); Contractors in Edmonton and Vancouver.
Railways	14 unions in non-operating trades. Locomotive Firemen	Across Canada Across Canada
Trade	Teamsters	Dairies in Toronto and Vancouver
Municipalities	Public Service Employees	City of Winnipeg
<b>SECOND QUARTER</b>		
Logging and Sawmilling	Woodworkers Various independent unions	British Columbia (coast) Newfoundland
Mining and Smelting	Mine, Mill and Smelter Workers	Consolidated Mining and Smelting, Trail; International Nickel, Sudbury
Fish Packing	United Fishermen	British Columbia fish packers
Textiles	Syndicates (CCCL)	Dominion Textile at three locations in Quebec
Pulp and Paper	Paper Makers; Pulp, Sulphite and Paper Mill Workers	Ontario and Quebec newsprint, kraft and fine paper manufacturers
Electrical Products	United Electrical Workers (UE)	Canadian Westinghouse, Hamilton
Construction	Various craft unions	Contractors in Toronto and Halifax
Railways	Locomotive Engineers Railroad Trainmen	Across Canada Across Canada
Trucking	Teamsters	Truckers in Ontario
<b>THIRD QUARTER</b>		
Logging	Carpenters	Northwestern Ontario
Coal Mining	United Mine Workers	Western Canada
Textiles	United Textile Workers Textile Workers Union	Dominion Textile, Montreal; Montreal Cottons, Valleyfield Canadian Cottons, Cornwall and Hamilton
Basic Steel	Steelworkers	Algoma Steel, Sault Ste. Marie
Automobile	Auto Workers	Ford, Chrysler and General Motors
Aircraft	Machinists	Canadair, Montreal
Farm Implements	Auto Workers	Massey-Harris-Ferguson, Toronto, Brantford and Woodstock
Shipbuilding	Marine Workers Federation Syndicates (CCCL)	Halifax Shipyards Canadian Vickers, Montreal; Davie, Lauzon; Marine Industries, Sorel
<b>FOURTH QUARTER</b>		
Coal Mining	United Mine Workers	Nova Scotia
Tobacco	Tobacco Workers	Imperial Tobacco, Montreal
Trucking	Teamsters	Truckers, Montreal district.



# Manpower Situation in Local Areas

## ATLANTIC

EMPLOYMENT continued to decline in the Atlantic region during December, though at a slower rate than in the previous month. At December 14, persons with jobs were estimated at 506,000, some 14,000 fewer than a month earlier but 14,000 more than a year before. The drop in employment was only about half as large as in the same period in 1956, mainly because forestry activities, which usually decline at this time, had already been sharply curtailed. The increase in employment from a year earlier occurred entirely in agriculture because farm workers, with fewer jobs available elsewhere, did not leave farm work. Employment contractions during the month were mainly seasonal; construction, fishing and transportation accounted for the heaviest layoffs. Temporary layoffs also occurred in a number of manufacturing plants owing to reduced demands for heating equipment and iron and steel products.



The most recent industrial employment figures available show moderate to substantial year-to-year reductions in most of the main industries. Forestry activities were markedly lower and little improvement was expected for the remainder of the winter because of heavy inventories of pulpwood and an unfavourable lumber market. Construction employment also remained well below that of a year earlier; few large projects were undertaken in 1957. Transportation employment was unusually slack throughout the year as a result of a sharp drop in freight shipments. Some increase in activity was reported in this industry during the month, however, as grain shipments began at the Halifax and Saint John ports.

Manufacturing continued to show considerably more strength than the primary industries although here, too, employment was slightly lower than a year earlier. Production and employment were maintained at slightly higher levels than in 1956 in food and beverages, shipbuilding and iron and steel products plants. These gains were more than offset, however, by year-to-year declines in pulp and paper mills.

Increases in unemployment during the month were widespread and resulted in the reclassification of 13 of the 21 areas in the region into categories of greater labour supply. At January 1 the area classification was as follows (last year's figures in brackets): in substantial surplus, 18 (12); in moderate surplus, 3 (8); in balance, 0 (1).

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 1. Unemployment increased more than usual during the month as a result of a general slackening in activity throughout the area. The fishing industry was hampered by bad

# CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY 1, 1958

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	EDMONTON ← HAMILTON ← MONTREAL ← QUEBEC-LEVIS ← St. John's Vancouver-New Westminster Windsor WINNIPEG ←	Calgary OTTAWA-HULL ← TORONTO ←		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	CORNER BROOK ← CORNWALL ← FARNHAM-GRANBY ← FT. WILLIAM- PT. ARTHUR ← Joliette Lac St. Jean NEW GLASGOW ← NIAGARA PENINSULA ← Moncton Rouyn Val d'Or Shawinigan SHERBROOKE ← TROIS RIVIÈRES ←	Brantford Guelph HALIFAX KITCHENER ← London Oshawa Peterborough Saint John Sarnia SUDBURY ← Sydney Timmins-Kirkland Lake Victoria	Kingston	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 70 per cent or more in agriculture)	CHARLOTTETOWN ← CHATHAM ← NORTH BATTLEFORD ← PRINCE ALBERT ← RIVIERE DU LOUP ← THETFORD- MEGANTIC- ST. GEORGES ← YORKTON ←	BARRIE ← BRANSON ← LETHBRIDGE ← MOOSE-JAW ← Red Deer REGINA ← SASKATOON ←		
<b>MINOR AREAS</b> (labour force 10,000-25,000)	Bathurst BEAUHARNOIS ← BRACEBRIDGE ← BRIDGEWATER ← Campbellton Central Vancouver Island CHILLIWACK ← CRANBROOK ← DAUPHIN ← DAWSON CREEK ← DRUMMONDVILLE ← EDMUNDSTON ← FREDERICTON ← Gaspé GRAND FALLS ← KAMLOOPS ← KENTVILLE ← LACHUTE- STE. THÉRÈSE ← MONTMAGNY ← Newcastle NORTH BAY ← Okanagan Valley OWEN SOUND ← PORTAGE LA PRAIRIE ← Prince George Prince Rupert QUEBEC NORTH SHORE ← Rimouski ST. AGATHE- ST. JÉRÔME ← ST. HYACINTHE ← St. Stephen SOREL ← SUMMERSIDE ← TRAIL-NELSON ← TRURO ← VALLEYFIELD ← Victoriaville WOODSTOCK, N.B. ← YARMOUTH ←	BELLEVILLE- TRENTON ← BRAMPTON ← DRUMHELLER ← Galt GODERICH ← LINDSAY ← LISTOWEL ← Medicine Hat Pembroke ST. JEAN ← ST. THOMAS ← Sault Ste. Marie Simcoe STRATFORD ← SWIFT CURRENT ← WALKERTON ← WEYBURN ← Woodstock-Ingessoll		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

weather and a scarcity of fish. Processing plants were very slack, partly because one of the fisheries which in previous years operated a fleet of draggers was confining its operations to inshore fishing.

**Corner Brook** (major industrial). Reclassified from Group 2 to Group 1. Employment continued to decline in construction and logging. Processing plants were fairly busy during the month; herring catches were reported to be better than a year before.

**Halifax** (major industrial). Reclassified from Group 3 to Group 2. Increased unemployment was mainly the result of seasonal declines. Temporary closure of a clothing plant resulted in the release of 40 workers. In most manufacturing industries employment held up fairly well.

**New Glasgow** (major industrial). Reclassified from Group 2 to Group 1. A number of scattered layoffs were reported in manufacturing. Additional staff reductions were expected to occur early in January at Eastern Car Co., following the completion of an order of hopper cars; a smaller work force will be required for new orders received.

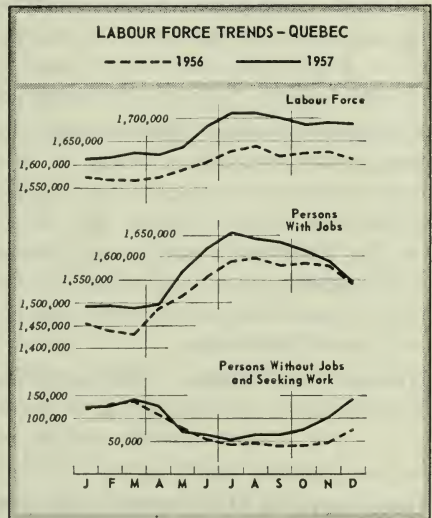
**Bridgewater, Charlottetown, Edmundston, Fredericton, Grand Falls, Truro, Woodstock and Yarmouth** (major agricultural and minor). Reclassified from Group 2 to Group 1.

**Kentville** (minor). Reclassified from Group 3 to Group 1.

## QUEBEC

EMPLOYMENT declined more than seasonally in the Quebec region in December. The number of persons with jobs fell by some 42,000 during the month, to an estimated 1,546,000 at December 14, a figure only slightly higher than that at the same time the year before. Because of weaknesses in some of the non-farm industries, the number of persons without jobs and seeking work increased rapidly to a level much higher than at the corresponding time the previous year. Persons seeking work numbered some 142,000 at the middle of the month, an increase of 40,000 over the month before and 70,000 over the year before.

The pulpwood cut was nearly over throughout the region; hauling had begun but was delayed in some areas because of the mild weather. At the middle of the month, the number of men in the woods was some 40 per cent lower than a year before. Conditions in asbestos and copper mining continued unstable during the month with employment down from a year earlier; layoffs occurred at copper mines in the Chibougamou district, in Val d'Or and in Sherbrooke, and at asbestos mines in Asbestos and Thetford Mines. Industries manufacturing wood and paper products and textiles showed non-seasonal weakness. Employment in the manufacture of clothing and iron and steel declined seasonally. However,



employment showed continuing strength in the manufacture of transportation equipment, electrical apparatus, chemical products and in the service industries. Owing to an upsurge in residential construction in the latter part of the year, construction employment, although declining seasonally, was higher than a year before. Industrial and commercial building continued apace. Seventeen of the 24 labour market areas in the region were reclassified during the month. At January 1, the area classification was as follows (last year's figures in brackets) : in substantial surplus, 23 (15) ; in moderate surplus, 1 (9).

### Local Area Developments

**Montreal** (metropolitan). Reclassified from Group 2 to Group 1. Registrations rose more sharply than usual during the month. Employment declines were more than seasonal in the manufacture of primary and secondary textiles, footwear, and in iron and steel products. The completion of aircraft contracts resulted in some layoffs. Prospects remained good, however, in plants manufacturing rolling stock and in shipyards. More housing starts were made in October and November 1957 than in the same period a year earlier so that registrations of construction workers, though high, did not increase at the same rate in December 1957 as in the same month in 1956. The closing of the harbour on December 18 resulted in the registration of some 3,000 longshoremen and seamen at the NES office.

**Quebec-Levis** (metropolitan). Reclassified from Group 2 to Group 1. Registrations doubled during the month, a much sharper rise than usual for this time of the year. At Montmorency, the cotton mill operated on short time and was closed for ten days over the holiday period. Layoffs occurred in factories making men's clothing, wood and paper products, and structural steel. Both trade and the services were providing fewer job opportunities than a year earlier. Activity remained high in the Levis shipyards.

**Farnham-Granby, Sherbrooke, Trois Rivières** (major industrial). Reclassified from Group 2 to Group 1. Registrations in these areas showed a much greater than seasonal increase during the month. In Farnham-Granby, 570 workers were laid off at the Miner Rubber Company, and more than 700 at the Bruck silk mills. In Sherbrooke, Magog and Trois Rivières, textile mills closed for an extended holiday period. There were more than seasonal employment declines in clothing, and in plants manufacturing pulp and paper and wood products.

**Rivière du Loup, Thetford-Megantic-St.Georges** (major agricultural). Reclassified from Group 2 to Group 1. Much reduced pulp-cutting quotas resulted in a considerable surplus of forestry workers in these areas. Quarrying and mining operations showed a seasonal decline in employment.

**Beauharnois, Drummondville, Lachute-St.Thérèse, Montmagny, Quebec North Shore, St. Agathe-St. Jérôme, Sorel and Valleyfield** (minor). Reclassified from Group 2 to Group 1.

**St. Hyacinthe** (minor). Reclassified from Group 3 to Group 1.

**St. Jean** (minor). Reclassified from Group 3 to Group 2.

### ONTARIO

EMPLOYMENT in Ontario declined between mid-November and mid-December. The number of persons with jobs at December 14 was estimated at 2,094,000, a decrease of 30,000 from the previous month and of 3,000 from

the previous year. The number of persons without jobs and seeking work represented 4.6 per cent of the labour force, compared with 3.6 per cent in November and 2 per cent a year earlier.

The decline in employment was due to both seasonal and non-seasonal causes. The onset of cold weather and the ensuing curtailment of outdoor activities resulted in a considerable drop in construction employment; registrations of construction workers at the NES offices more than doubled over the month and were about 62 per cent higher than a year before. Farming and the canning and processing of fruits and vegetables came to a virtual standstill.

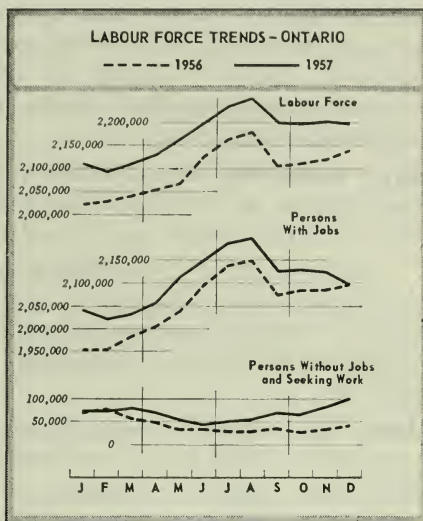
A further reduction in the output of motor vehicles was mainly responsible for the non-seasonal decline in employment. During the last week of December, motor vehicle production dropped to less than half of the average weekly production of the past two years. This resulted in a corresponding decline in production of automotive parts and accessories which in turn affected the manufacture of iron and steel. Layoffs of automobile workers continued in early January, but reports for the second week of January show a considerable increase in automobile production, indicating that the heavy cutbacks were of a temporary nature.

The situation in the other manufacturing industries varied. Many industries faced with a cutback in orders took advantage of the two mid-week holidays to close down their plants for a period of one to two weeks. Production of heavy machinery and heavy electrical equipment continued its slow downward trend. Activity in the textile industry was seasonally low. The agricultural implements and household appliance industries generally maintained their November level of production. The shipbuilding and repairs industry was operating near capacity. The railway rolling stock industry received a large production order which will assure steady employment in this industry for some months. The forestry industry appeared to have passed its lowest point and preparations for the resumption of bush operations were under way in various parts of the region.

Twenty of the 34 areas in the region were reclassified during the month, 13 from balance to the moderate surplus category and seven from the moderate to the substantial surplus category. At January 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 8 (2); in moderate surplus, 25 (17); in balance, 1 (15).

### Local Area Developments

**Metropolitan Areas:** *Hamilton*—Reclassified from Group 2 to Group 1. Production was curtailed in automotive and primary steel industries and a number of temporary layoffs occurred. *Ottawa-Hull*—Reclassified from Group 3 to Group 2. Employment in Ottawa continued at a high level



in most industries. Construction employment declined seasonally. *Toronto*—Reclassified from Group 3 to Group 2. Considerable labour surplus was reported in the construction industry. Layoffs occurred in the automobile and automotive feeder plants at Toronto and Oakville. Employment in the iron and steel industry showed little change. *Windsor*—Remained in Group 1. Extensive layoffs of automobile workers, followed by cutbacks in motor vehicle supplier plants, resulted in a further deterioration of the employment situation.

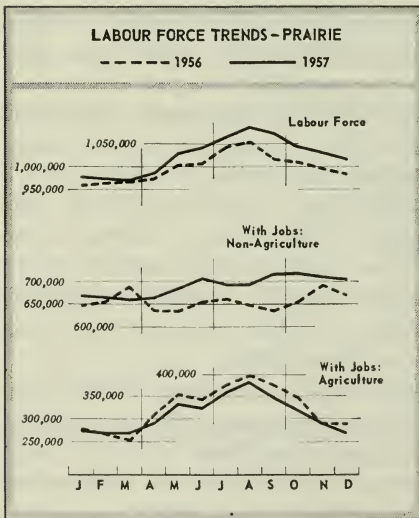
**Major Industrial Areas:** Reclassified from Group 3 to Group 2: *Kitchener*—Employment in foundries and automobile supplier plants declined. *Sudbury*—A large lumber mill closed down for the winter.

Reclassification from Group 2 to Group 1: *Cornwall*—The completion of several phases of the St. Lawrence power project resulted in layoffs. *Niagara Peninsula*—Seasonal work was completed, production of automotive parts and heavy machinery was reduced and large holiday layoffs occurred.

**Major Agricultural Areas:** *Barrie*—Reclassified from Group 3 to Group 2. A number of small layoffs occurred in various occupations. *Chatham*—Reclassified from Group 2 to Group 1. Fall farm work and the processing of this year's sugar beet crop were completed.

**Minor Areas:** Reclassified from Group 3 to Group 2: *Belleville-Trenton*, *Brampton*, *Goderich*, *Lindsay*, *Listowel*, *St. Thomas*, *Stratford*, *Walkerton*. Reclassified from Group 2 to Group 1: *Bracebridge*, *North Bay*, *Owen Sound*.

## PRAIRIE



EMPLOYMENT held up fairly well in the Prairie region during December as continuing mild weather aided construction and other outdoor activities. At mid-month persons with jobs were estimated at 975,000, some 24,000 fewer than a month earlier but 14,000 more than a year before.

In addition to the normal declines in agriculture and the seasonal industries, layoffs occurred in a number of steel products plants owing to a shortage of orders. Because of the unusually large pulpwood cut last summer, the reduction in forestry activities at the Lakehead in December was greater than usual for the season. Wholesale and retail establishments reported a smaller

volume of trade than usual during the month; this was reflected in reduced hirings of temporary workers for the Christmas rush.

Total industrial employment in 1957 was well above that of the previous year, although the increase was less spectacular than in 1955 or 1956. Non-farm employment, on the average, was about 5 per cent higher than a year earlier, compared with an increase of 7 per cent from 1955 to 1956. Resource

development continued to provide much of the employment strength, though moderate employment gains were recorded in most major industries. Construction activity rose sharply in the last half of the year after falling behind year-earlier levels in the first half. Most of the improvement in construction occurred in the residential sector, which picked up markedly during the last quarter.

Employment reductions during the month resulted in the reclassification of 17 of the 20 local labour market areas. At January 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 9 (0); in moderate surplus, 11 (15); in balance, 0 (5).

### Local Area Developments

**Calgary** (metropolitan). Remained in Group 2. Reductions in employment occurred mainly in seasonal industries. Sporadic layoffs occurred in some parts of manufacturing, but these were largely offset by hirings for the new steel plant. Construction employment was maintained at a seasonally high level during the first half of the month; fairly heavy layoffs occurred in the last half.

**Edmonton** (metropolitan). Reclassified from Group 2 to Group 1. Employment declined moderately during December as seasonal layoffs occurred in construction and associated industries. However, construction activities were at an unusually high level for the season as a result of continuing mild weather. Manufacturing continued to show a year-to-year employment gain, though moderate contractions occurred in some steel plants. Job opportunities generally were less plentiful than a year earlier but technical and professional personnel such as qualified hospital and social workers, and electrical and mechanical engineers were in fairly strong demand.

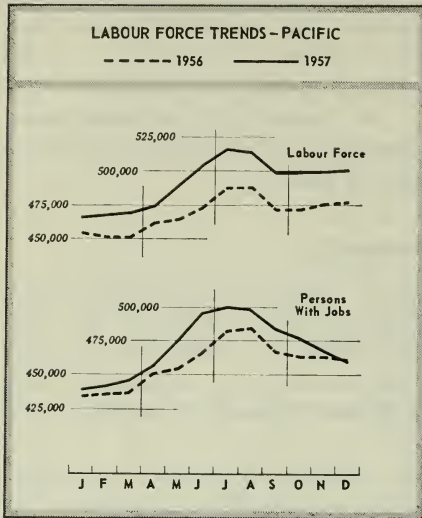
**Winnipeg** (metropolitan). Reclassified from Group 2 to Group 1. In addition to the seasonal decline of local industries, temporary layoffs in such distant construction projects as the International Nickel development in Northern Manitoba contributed to the increase in unemployment during the month. A number of scattered layoffs also occurred in manufacturing, principally in building materials plants. Total manufacturing employment was slightly lower than a year ago.

**Fort William-Port Arthur** (major industrial). Reclassified from Group 2 to Group 1. Closure of Great Lakes shipping together with declines in forestry, construction and transportation resulted in a marked increase in unemployment. Manufacturing employment held up well at a higher level than a year earlier.

### PACIFIC

EMPLOYMENT in the Pacific region was estimated at 459,000 at December 14, some 8,000 lower than in November and 3,000 lower than a year earlier. The decline in employment, largely due to seasonal factors, was partly offset by the demand for temporary post office and retail staff for the Christmas rush but was accentuated by the prolonged strike in the pulp and paper industry. No settlement of this strike was in sight at the end of the month. Employment was higher than a year earlier in construction, transportation and communications, public utility operation and finance. Total manufacturing employment was somewhat lower than a year earlier, mainly because

of previous reductions in sawmilling and in the iron and steel products industry. There were also sizeable layoffs during December in shipbuilding, and in the non-ferrous metal products industry, following a major power disruption at Kitimat. Logging, mining and agricultural employment were lower than a year earlier. Unemployment, which increased considerably during the month, was relatively higher than in other parts of the country and substantially higher than a year before.



Demand for lumber showed some indications of strengthening during the month as rail and ocean shipments increased, but there was as yet little upturn in logging. The seasonal decline in construction activity was, on the one hand, offset by a marked increase in house-building and, on the other, accentuated by the strike in the pulp and paper industry, which stopped work on a number of pulp mill extensions. Heavy

shipments of grain, lumber and plywood provided a high level of employment for longshoremen.

During the month four labour market areas were reclassified from the moderate to the substantial labour surplus category. At January 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in substantial labour surplus, 9 (4); in moderate surplus, 1 (6).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 1. Employment was slightly lower than a year before and unemployment was substantially higher. The continuing limited activity in logging and lumbering, together with the strike in the pulp and paper industry, resulted in lower production and employment in plants supplying materials and services to these industries. However, increased shipments of lumber during December indicated some strengthening in the lumbering industry. Favourable weather made excellent progress possible in construction but job opportunities continued to decline, for a large number of construction projects were still in the planning stage. A delayed demand for Christmas help at mid-December provided a larger number of temporary jobs in retail trade than a year earlier.

**Victoria** (major industrial). Remained in Group 2. Employment was about the same as a year before; unemployment was higher. Additional staff was required for the post office and retail trade for the Christmas rush, but layoffs occurred in the plywood, cement and shipbuilding industries. Although sawmills continued to operate at reduced capacity, ocean shipments of lumber were the highest on record. Construction activity declined.

**Chilliwack, Cranbrook, Kamloops, Trail-Nelson** (minor). Reclassified from Group 2 to Group 1.



# NOTES OF CURRENT INTEREST

## **Minister's Letter Urges Plans for Winter Work**

The Minister of Labour has sent out a letter to businessmen and householders urging them to plan redecoration, renovation and plant maintenance work so that it will fall in the winter months when employment for many workers is at a premium.

Nine suggestions for providing off-season work are advanced. They are:

The scheduling of maintenance, repair, redecoration and renovation during the off-season;

The transfer of staff from slack to busy departments or divisions;

The building of new plants or additions to existing ones during the winter;

The production and stockpiling of standard products in the winter;

Special advertising and sales promotion campaigns tied in with community campaigns and special discounts to induce winter work;

The training and/or re-training of personnel during the winter months;

Diversification of industry within communities;

Diversification of products in seasonal industries;

The liquidation of annual vacations during the off-season.

Success of the winter work campaigns in past years has been most encouraging, the Minister wrote, and "indications are that this year's campaign will be even more extensive with more support by businessmen on the local level and increasing participation by national business interests".

In conclusion, the Minister noted that "when everybody works, everybody benefits". This was a good principle to keep in mind, he said.

## **Name Chairman of Board In Railway Wage Dispute**

The Minister of Labour has appointed Hon. Charles P. McTague, QC, as Chairman of the conciliation board established in the dispute between Canadian railways and 13 unions of non-operating employees. Some 140,000 employees are involved.

The other members of the board are Phillip F. Vineberg of Montreal, nominee

of the companies, and David Lewis, Toronto, nominee of the unions. Both men are lawyers.

Mr. McTague is a former justice of the Ontario Supreme Court and was Chairman of the National War Labour Board in 1943. Previously, in 1941, he had served as conciliation adviser to the Minister. In 1943 he was also chairman of the public inquiry conducted by the War Labour Board into labour relations generally and into the question of wages and cost-of-living bonus in wartime.

The 13 unions involved in the dispute, represented by a joint negotiating committee under the chairmanship of Frank Hall, are:

Brotherhood of Maintenance of Way Employees;

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

Division No. 4, Railway Employees' Department (AFL-CIO);

Canadian National Railway System Federation No. 11;

International Association of Machinists; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers of America;

Brotherhood of Railway Carmen of America;

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

International Brotherhood of Electrical Workers, Commercial Telegraphers' Union;

Brotherhood of Railroad Signalmen of America;

Order of Railroad Telegraphers;

Canadian Brotherhood of Railway Employees and Other Transport Workers; and

Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants.

## **Training for Girls and Women**

The Ryerson Institute of Technology is again offering a two-year course, after secondary school graduation, in child management, under the name Pre-School Education. On page 1288 of the November LABOUR GAZETTE, in the article "Vocational Training for Girls and Women," it was stated that the course had been discontinued; it has only been renamed.

## **Rapid Population Growth Cause of Unemployment**

The increase in unemployment in Canada during the past year is due to an increase in the labour force beyond the capacity of our economy to absorb it rather than to a drop in employment, Hon. Michael Starr, Minister of Labour, said last month in an address to the Montreal Personnel Association.

Employment has in fact continued to increase, the number of persons with jobs at mid-October being 5,800,000, an increase of 123,000 since a year earlier, he pointed out. However, the number of persons without jobs and seeking work was 208,000, or 110,000 greater than at the same time in 1956.

One of the principal reasons for the rapid growth in the labour force was the very substantial number of immigrants who have come to Canada—160,000 in 1956 and 275,000 this year—the Minister said. During the 12 months ending last October the Canadian labour force has increased by 233,000 men and women. During the same period the labour force of the United States, a country with more than 10 times our population, had grown by about 435,000 persons—only about 202,000 more than that of Canada.

Among measures taken by the Government to cope with the unemployment situation he mentioned the following:

The flow of immigrants has been reduced at least until employment begins to expand again next spring.

A total of \$300,000,000 has been provided for home-building loans.

The terms on which farmers can obtain loans have been made less restrictive.

The winter employment campaign has been intensified.

Steps taken by the Government to ease the hardship caused by unemployment, the Minister said, included the extension of seasonal unemployment benefits, the raising of payments under old age pension and other social security programs, and the offer to share equally with the provinces the cost of all unemployment assistance payments instead of only those above a fairly high threshold.

Another step taken recently had been to intensify the job-finding activities of the National Employment Service.

Mr. Starr went on to refer to "the problem of ensuring that our young people obtain the kind of education and training most suitable for the world of today and tomorrow". Recent research by the Department of Labour had shown that some

fundamental changes are occurring in the emphasis that industry places on certain types of work. "Modern industrial development today depends on the application of scientific advance to new products and production methods," he said.

This, in fact, was true not only of industry but of almost all aspects of our economic life. "To keep pace in our world... we in Canada must produce more and more trained people," the Minister declared.

But there was a lack of communication between industry and those responsible for training our young people. "All too often employers and the people who are now training the workers of the future are strangers," he said.

Referring to automation, Mr. Starr said that much of the apprehension about technological changes stems from lack of knowledge, which breeds fear and a sense of insecurity. "It is an unfortunate fact that both the *pace* and the *effects* of technological changes in industry have been exaggerated and this alone has aroused fear and apprehension," he pointed out. However, he said, although in the past mechanical advances have created more employment in the long run, every effort must be made to minimize temporary dislocations.

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## **Older Workers Can Raise Nation's Productivity**

If all the elderly people who are able and willing to work were allowed to do so, the national productivity of the United States could be raised by \$5 billion a year, John R. Stark of the U.S. Bureau of Labor Statistics asserts. He was addressing a meeting last month of the American Public Welfare Association.

Hiring older workers, he said, is not a matter of charity but one of economic necessity for the United States. (A Canadian expert in the field of retirement plans has voiced the same opinion in connection with Canada's elder citizens).

The usefulness of the elder worker was discovered for himself by a U.S. automobile manufacturer, Mr. Stark reported. He suddenly realized that all of his skilled workers being retired at 65 were being given employment by his competitors. This led to a quick revision of the company's retirement policy.

Mr. Stark contended that the employer prejudice against older workers is well-known but unfounded, since many studies have proved the older worker in the right job is as productive as a younger one.

Benedict H. McGinn, older worker specialist, State Employment Security Commission, Illinois, noted that new U.S. Department of Labor statistics reveal that the 65-and-over age group will grow 23 per cent in the decade before 1965, while the 25 to 44-year group will decrease by 1 per cent. The 14 to 24-year-old group will grow by 41 per cent and the 45 to 64 group by 17 per cent.

Thus, he notes, by eliminating the school age group it is apparent that a larger part of the older age group must be employed if productivity is to increase or even maintain itself.

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### **Asserts Bargaining Up to Labour and Management**

"Bargaining responsibility should squarely remain that of Labour and Management," declared Nathan P. Feinsinger, University of Wisconsin law professor and permanent umpire in General Motors-UAW disputes, in an address to Michigan State University's 2nd annual series of lectures on labour-management relations.

Stressing the need for bargaining in good faith, he said that it is up to Labour and Management to decide their own differences. When the government steps in, neither party is satisfied, he said.

"The public has a vital interest in encouraging free competition between Labour and Industry which gives Labour the right to strike and Management the right to resist," Prof. Feinsinger asserted.

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### **"Should Prohibit Strikes While Contract in Force"**

The Canadian Chamber of Commerce believes that labour legislation should prohibit all strikes during the term of a collective agreement. In addition, strikes should be prohibited, when agreement cannot be reached during negotiations, until conciliation procedures have been completed, and until the parties have had an opportunity to request a secret ballot properly supervised by an independent party and, if such a vote is taken, the strike has been authorized by a majority of the employees in the bargaining unit.

This belief is stated in the Chamber's policy statement adopted at the 28th annual meeting in Victoria, B.C., last October. The Chamber's current policy was not fully described in a report of that meeting that appeared in the November 1957 issue of the *LABOUR GAZETTE* (p. 1381).

In the same article (p. 1313), the reference to the resolution to be submitted to the British Columbia government should not have appeared. The resolution was one adopted by the British Columbia Chamber of Commerce, an autonomous body, and not by the Canadian Chamber of Commerce.

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### **Gross National Product Shows Little Change**

Canada's total output of goods and services showed little change in the first nine months of 1957 compared with the corresponding period of 1956, according to the quarterly report on the national accounts by the Dominion Bureau of Statistics. While gross national product in value terms was higher by 3 or 4 per cent, after adjusting for price advances, the volume of total production was relatively unchanged.

The sharp quarter-to-quarter increases in gross national product which were a feature of the years 1955 and 1956 have not been continued in 1957, and production of goods and services has remained almost level through the first nine months of this year.

Seasonally adjusted, the gross national product was at an annual rate of \$31.0 billion in the third quarter, or about 1 per cent over the rate of the preceding two quarters. It is estimated that approximately one half of the increase between the second and third quarters was accounted for by a further advance in final product prices, so that in volume terms total production of goods and services was substantially unchanged.

The major factors in the third-quarter movement of gross national product were a resumption of the upward trend in consumer expenditures, which had eased off in the second quarter; an increase in outlays for housing, which had been moving down since early in 1956; and a rise in exports of goods and services, following upon the second-quarter decline and reflecting larger shipments of iron ore and higher sales of animal products. Imports of goods and services fell slightly in the third quarter, contributing to some reduction in the current account deficit.

On the income side, further gains occurred in labour income, reflecting mainly higher wage rates in some industrial groups. Other elements of personal income were also significantly higher in the third quarter.

Corporation profits, seasonally adjusted, declined by 5 per cent.

## **B.C. Federation Requests 16 Changes in Labour Act**

Only one legislative change out of 29 requested the year before was dealt with, the British Columbia Federation of Labour (CLC) complained in its annual brief to the provincial Government, presented December 6.

The brief charged that management is using the Labour Relations Act—"one of the most stringent labour codes" in North America—"to weaken the role of unions."

The delegation asked the Cabinet to make 16 amendments to the Act, to prevent employers from "taking full advantage of sections in the Act that allow them to weaken the role of trade unions in the province..."

"With the granting of injunctions for any and all reasons, our unions are being bled to death financially and being restricted in carrying out what are supposed to be our legal rights," the brief said.

The brief also asked that 28 amendments be made to the Workmen's Compensation Act, as there is "rampant dissatisfaction with the present Act and its administration".

The Cabinet was also asked to join with the federal Government in declaring that "an emergency exists in the field of unemployment".

It is suggested in the brief that legislation be passed to make it compulsory to allow local plebiscites on Sunday sport, and provide free university education.

The delegation was headed by Federation President William Black.

## **Sask. Federation Repeats Request for 5-Day Week**

Once again the Saskatchewan Federation of Labour in its annual brief to the provincial Government pressed strongly for "a 40-hour, five-day week, with two consecutive days off, and without reduction in earnings". The brief was submitted recently at Regina.

The Federation also asked that a review be made of present exemptions and variations to the Hours of Work Act so that the advantages of the Act could be extended to as many employees as possible.

The brief urged the amending of the Trade Union Act so that membership in a professional organization would not, in itself, exclude an employee from a union.

The appointment of alternate employer and employee members to the Labour Relations Board was recommended by the Federation.

The brief also urged the Government to:  
—Amend the Minimum Wage Act to institute a minimum wage for Saskatchewan of \$1 an hour;

—Amend the Workmen's Compensation Act to provide for compensation of 100 per cent of earnings instead of the present 75 per cent.

—Amend the Annual Holidays Act to provide for three weeks annual vacation after one year of service, and for the accumulation of vacation credits from the outset of employment rather than after 30 days.

Other requests and recommendations concerned the certification of nurses' assistants, Industrial Standards Act, Factories Act, Public Service Act, labour statistics, Apprenticeship Act, automation, government fair labour policies, injunctions in labour disputes, jury duty for workers, compulsory arbitration, housing, and comprehensive health plan.

The delegation of 80 unionists was headed by Federation President F. W. McClelland.

Premier T. C. Douglas, commenting on the Federation's brief, said he felt the establishment of a consultative body between labour and the government to exchange views from time to time would be useful.

## **Builders' Exchange Seeks Common Bargaining Time**

All labour-management negotiations in the construction industry in the province of Quebec should be confined to one recognized short period, preferably every two years, and collective agreements and decreases in the industry should begin and end at the same time in all regions of the province. These were two of the main recommendations contained in a brief submitted to Hon. Antonio Barrette, Quebec Minister of Labour, by the Montreal Builders' Exchange on December 4—its 60th anniversary. The brief urges a number of important changes in the labour legislation of the province.

Pointing out that perhaps nothing delays construction work more than labour unrest, the Exchange complained that labour unrest is practically perpetual if collective agreements in each of the various trades, shops, sites, and regions all begin and end at different times.

The brief complained of recent use of "lawless tactics" by building trades unions in picketing and boycotting construction projects, and of outbreaks of violence, in spite of the fact that labour relations were supposed to have been settled peacefully

for a period of two years up to March 31, 1959, by the signing of a collective agreement covering the industry in Montreal and its extension under the Collective Agreement Act.

Other recommendations contained in the brief may be summarized as follows.

All union security clauses in collective agreements should become binding only after they have been approved by the Minister of Labour.

Unions should be required to file duly audited annual returns with the Department of Labour as public information on their financial status and annual incomes.

Regulations for the protection of the members of unions and syndicates governing such matters as notices of meetings and procedure at meetings, election of officers, secret ballots for strike votes, conditions of membership, etc., should be made mandatory as part of the internal rules of all such bodies.

Unions should be subject to the control of the Department of Labour to ensure that only those bodies which have and maintain assets in the province of Quebec, or which post guarantees with the Department of Labour, may operate in the province.

Illegal forms of picketing and boycotting should be controlled in the same way as strikes, as forbidden practices under provincial legislation.

The contracting parties under a decree of the Collective Agreement Act should be empowered to establish an impartial board to decide jurisdictional disputes.

Incorporation of all unions as legal entities should be required.

Amounts of penalties and fines in the Collective Agreement Act should be substantially increased, particularly in the case of recurring offences.

The Labour Relations Act should be amended to exclude its application to the construction industry whenever a decree under the Collective Agreement Act is in force in the industry.

With reference to this last recommendation the Exchange complained that although under the Collective Agreement Act employees were not allowed to strike for better wages or working conditions while a decree was in force, it was possible for them to obtain a bargaining certificate under the Labour Relations Act which would allow them to strike after all negotiations, conciliation and arbitration failed. The brief admitted that in practice bargaining certificates were rarely asked for because the Labour Relations Board seldom

issued them; but it said that the threat was still there, and had been used to the detriment of the industry.

## **Commissioner R. J. Tallon Has Term Extended**

The term of Commissioner R. J. Tallon of the Unemployment Insurance Commission has again been extended, it was announced last month. Mr. Tallon has been a Commissioner since 1940.

Other recent transfers, appointments and retirements of Canadians well-known to Labour include the following.

Cecil A. Miller, former chairman of the Prince Edward Island Labour Relations Board, has been named chairman of the Workmen's Compensation Board, succeeding Brig. W. W. Reid, who recently became the province's Deputy Minister of Labour and Welfare.

Charles Gilbert, President of the Alberta Federation of Labour (CLC), has been appointed labour representative on the Alberta Workmen's Compensation Board, to fill the vacancy created by the death of George Batty, United Mine Workers.

W. Frank Chafe, for seven years a member of the Newfoundland Labour Relations Board, has resigned from the post, as he is a representative for Newfoundland of the Canadian Labour Congress. New CLC policy does not permit its staff representatives to serve on labour relations boards.

Eamon Park, Director of the legislative department in Canada of the United Steelworkers of America (CLC), has been named Executive Assistant to the union's Canadian Director, William Mahoney.

Frederick D. Burgess, Trans-Canada Air Lines flight engineer since 1953, has been elected President of the CAN (Canadian) Chapter of Flight Engineers' International Association (AFL-CIO).

George Anderson was elected President of the Toronto Musicians' Association, defeating Walter Murdoch, who had held the post for 26 years. Mr. Murdoch, however, remains Canadian representative of the American Federation of Musicians. Arthur Williams was returned by acclamation as President of the Niagara Falls local of the AFM.

George Charron of London, Ont., has been elected President of the Ontario Chapter of the International Association of Personnel in Employment Security. He was previously vice president of the group.

Fred H. Ellis has been appointed General Manager of the Ontario Safety League. He was previously director of commercial vehicle safety for the League.

## **Too Little Automation TUC's Greater Fear**

There is more for British workers to fear from too little automation than too much, a special conference called by the Trades Union Congress was told by William Carron, leader of 900,000 engineering workers and a member of the TUC General Council.

Britain's capacity to make ends meet as a nation depends on her industrial efficiency, he explained, and a lack of up-to-date techniques could cause industry to fail "in a sternly competitive world".

Mr. Carron was chairman of the conference, called by the TUC to review automation developments in Britain and abroad.

Other speakers joined in asserting that trade unionists welcome technological change, provided its introduction is handled in the right way and provided it yields its fair share of benefit to the worker.

Trade unionists feel that there is no excuse for any failure on the part of management to have a most thorough consultation with workers' representatives well before a change is made.

A similarity in trade union attitudes on both sides of the Atlantic was evident when David Lasser, Research Director of the International Union of Electrical, Radio and Machine Workers (AFL-CIO), addressed the conference. Mr. Lasser stressed that the American trade union movement was seeking agreement to provide for advance consultation on the installation of automatic equipment.

Other common problems to which both Mr. Lasser and British delegates at the conference referred were the retraining of workers displaced by automation, the raising of unemployment payments and compensation or severance pay provisions.

During the conference, which was attended by representatives from some 40 unions, reference was made to the introduction in the next few years of automatic dialling of long-distance telephone calls throughout Britain. But the changes are to be introduced in full consultation with the workers concerned.

Commenting on these developments, the official organ of Britain's telephone workers declared that "the greatest problems of automation lie not so much in the technical field as in the human problems that radical changes in industry create". The same journal voices approval of the fact that management and the trade unions have pledged themselves to tackle these problems together.

"That is as it should be. For when workers are taken into the confidence of management at the planning stage, when they know what the effect of planning is likely to be and when they participate fully and freely in the experiments which must be made, then the greatest brake to progress—that of prejudice and fear—can be more readily erased."

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## **Engineering Enrolment 12 Per Cent Higher**

An increase in the number of engineering students enrolling in Canadian universities has brought the number to 14,247 in 1957, compared with 12,723 in 1956—an increase of 12 per cent—the Engineering Institute of Canada reported recently. This year's freshman class is 5,132—13 per cent higher than last year's.

Recently the Department of Labour predicted an upward trend in engineering enrolment in proportion to total enrolment, at least until 1965. In 1952, 12.5 per cent of total enrolment was in engineering, and in 1955 the figure was 16.3 per cent. The Department said that the proportion would probably rise to between 17 and 19 per cent by 1965.

Engineering enrolments have grown faster in the West than in the East. "We now are faced with the rather startling fact that this year 36 per cent of all freshmen engineers have enrolled for study west of Ontario," the Engineering Institute says.

The University of Toronto has the largest enrolment of freshmen engineers, 690. Alberta has 476, British Columbia 473 and Saskatchewan 464.

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## **15th Annual Report on Jobless Benefits Issued**

The 15th annual report dealing with benefit periods established and terminated under the terms of the Unemployment Insurance Act for the calendar year 1956 was released at the end of December by the Dominion Bureau of Statistics.

The number of workers covered by unemployment insurance at June 1, 1956, when books were renewed, was some 3,726,330. The number who established regular benefit (834,424) dropped 1.8 per cent from 1955 and represented a lower percentage (22.3 per cent) of covered workers.

Those who established seasonal benefit, payable from January 1 to April 21 in 1956, at 255,696, increased 2.3 per cent over 1955, but accounted for a lower percentage of covered workers.

Beneficiaries terminating regular benefit in 1956 drew almost \$213.61 on the average, a decline of some 2 per cent from \$217.86 paid in 1955. Seasonal beneficiaries drew almost \$148.93 on the average, a marked increase of 28.9 per cent over the average payment for the previous year, largely accounted for by the increase in duration of benefit actually drawn.

### **Canadian Book Initiates Series of Labour Studies**

Canadian labour-management relations are the subject of the first in a series of publications by Cornell University Press on industrial relations in countries outside the United States.

The book, which has just been published, is *Industrial Relations in Canada* (144 pp., \$1.75) by Prof. Stuart Jamieson of the University of British Columbia.

The series, "Studies in International Labour," is under the editorship of Adolph Sturmthal, Roosevelt University, Chicago.

### **Office Workers' Salaries At Record Level in 1957**

Office workers in both Canada and the United States are now earning more than they ever have.

The 1957 salaries survey of the National Office Management Association, covering 649 Canadian companies employing 23,082 clerical workers and 6,058 U.S. companies employing 464,905, showed that Canadian office workers are now earning an average of \$51 a week; U.S. workers, \$64 a week. The project covered 24 basic clerical jobs.

The Canadian average was \$1 a week higher than that shown in the 1956 survey and the U.S. average \$2 a week higher.

Senior bookkeeper remains the highest paid office job in both countries. In Canada the salary for that classification averaged \$79 a week last year; in the United States, \$87.

### **In 7 Years, Canada Sent 133 Colombo Plan Experts**

During the seven years—1950-1957—that the Colombo Plan Technical Co-operation Scheme has been operating, Canada has provided 737 training places and 133 experts to help the people of South and South-East Asia with a wide assortment of development programs.

In that period, a total of 5,622 training places and 792 experts have been provided by the 12 supplying countries in the Plan. Only the United Kingdom and Australia have provided more places and experts than Canada.

### **4 Million U.S. Workers To Get Deferred Raises**

Pay increases during 1958 have already been assured for about 4,000,000 workers in the United States by long-term contracts negotiated in earlier years, according to Bureau of Labor Statistics reports. This is about 1,000,000 fewer than the number of workers who received such deferred increases in 1957.

The drop is due, not to any decline in the popularity of deferred increase arrangements, but to the fact that more of the important long-term contracts are due for re-negotiation this year than last. These contracts include those of the United Automobile Workers in the automobile, farm equipment, and aircraft industries.

In the manufacturing industries about two thirds of those entitled to deferred adjustments will get between 7 and 9 cents an hour. Most of these workers will also get increases under escalator clauses if the cost of living continues to go up.

In the construction industry, where most of the workers are not covered by cost-of-living escalator clauses, about 37 per cent of those entitled to deferred increases will get 15 cents an hour, and 20 per cent will obtain 10 cents.

### **9-Month Immigrant Total Double That of 1956's**

During the first nine months of 1957 Canada received 244,266 immigrants, 61,850 of them arriving during the third quarter. The nine-month total was more than double the 110,009 who arrived during the same period in 1956.

Of the 1957 total for the first nine months, 99,081 came from Britain, and 8,089 from the United States. Immigration from Hungary, as a result of Canada's acceptance of refugees from the Hungarian revolution, increased markedly, from 369 in the first nine months of 1956 to 29,330 in the same period of 1957.

Of the total for the nine months, 135,675 were destined for the labour force, while the other 108,591 were dependents, wives, children and other relatives.

Ontario absorbed 126,737 of the arrivals.

### **New CLC Council**

A new Ontario labour council, the Parry Sound and District Labour Council, has received its CLC charter.

Harry Oldfield was elected charter president of the Council and Edward Monks, vice president.

## **9-Month Housing Totals Down from Year Earlier**

Starts on the construction of new dwelling units totalled 85,903 in January-September 1957, some 17 per cent fewer than 1956's comparable total of 103,437.

Completions in the nine months were down 13 per cent to 78,824 units from 90,620, while units in various stages of construction at September 30 numbered 75,327 compared with 90,374, a decrease of 16.6 per cent.

In the United States, construction was started on 90,000 non-farm houses and apartments in September 1957 compared with 95,000 in August and 94,000 in September a year earlier, the U.S. Department of Labor's Bureau of Labor Statistics announced.

The decline from August 1957 was almost all in private housing, and appeared to be countrywide. Nevertheless, the 88,000 private dwelling units begun in September represented a seasonally adjusted annual rate of 990,000 units and rounded out the third quarter with the highest quarterly average rate so far in 1957. The quarterly rate rose to 984,000 in the second quarter from 943,000 in the January-March period and continued upwards to more than 990,000 in the three months ending with September.

Starts in public housing projects totalled 2,000 units in September almost as many as in August.

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## **Dairy LMPC Valuable for Two-Way Communication**

The labour-management production committee at Richmond Milk Producers Co-operative Association in Vancouver has proved to be a reliable two-way communication channel for employees and management.

Since its organization the committee had discussed a wide variety of problems of interest to labour and management, and as a direct result of these discussions management has been able to implement several of the recommendations made by the committee.

Among the recommendations accepted are the formation of a separate Vehicular Accident Prevention Committee, and a plant Safety Committee. These committees will maintain close liaison with the main plant committee. Plans have been completed and arrangements made to provide adequate ventilation in the garage, to reorganize the plant Social Committee, to improve washroom and toilet facilities, and to provide a new employees' lunch-room.

## **CNR Safety Committee Wins Three Awards**

In the CNR's motive power shops at Stratford, Ont., as in all industrial operations, safety is an important factor. A safety subcommittee of the union-management co-operative committee works in co-operation with the plant safety inspector.

The safety subcommittee's aim is to get the co-operation of all employees through discussions designed to discover the causes of accidents and to see whether human or mechanical failures are responsible. Another committee activity is to assist in regular safety checks of all tools to see that they are in proper working condition. The Shop Superintendent is particularly proud of the fact that through employee-management co-operation Stratford has been able to win the Canadian National Railways Safety Award for Main Shops for three years, and he is hopeful that Stratford may repeat again this year.

W. C. Carter, who has been associated with the committee for more than 20 years as a labour representative, has commended local management for providing quick and effective action on all committee recommendations within their authority. He also said that action on other matters was very good because minutes of all meetings are forwarded to both Regional and System headquarters.

Shop Superintendent D. E. Mackinnon, who has had long experience in the CNR Co-operative Movement both as an employee and management representative, said that "the employee representatives have at all times demonstrated that they have the attitude of mind necessary for a successful co-operative effort. Local management at Stratford has therefore found it easy to respond to the helpful suggestions brought forward in our discussions."

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## **Ottawa Civil Servants Adopt Merger Proposal**

The Civil Service Association of Ottawa at its annual meeting last month voted in favour of merging with the Amalgamated Civil Servants of Canada.

The vote came after a six-hour study of the proposed constitution of the new Civil Service Association of Canada which would bring together the 13,500 members of the CSAO and the 11,000 members of ACSC.

The new association will come into being April 30, if ACSC votes for the merger at its annual meeting in the spring.

John E. Osborne was re-elected head of the CSAO.



## **Imports at Record Total In 1957's first 9 Months**

After falling during the three previous months the value of Canada's commodity imports increased slightly in September 1957 compared with a year earlier. The increase in September, together with those of the January-September period, raised purchases to a record nine-month total.

Imports in September were valued at \$445,300,000 compared with \$437,700,000 in the same month of 1956, bringing the January-September total to \$4,300,700,000. The corresponding total for the year before was \$4,239,200,000.

Among major commodities, there were increased values both in September and the January-September period for sugar and products, cotton products, wool products, and aircraft and parts, but decreases for rubber and products, farm implements and machinery, automobiles and parts.

The value of some of Canada's chief commodity imports for the January-September period in 1957, with corresponding figures for 1956 in parentheses, were as follows: crude petroleum, \$230,278,000 (\$197,830,000); farm implements and machinery, \$174,117,000 (\$187,892,000); automobiles, passenger and freight, \$103,251,000 (\$142,927,000); automobile parts, \$197,990,000 (\$206,695,000); coal, \$88,204,000 (\$93,654,000); cotton products, \$80,269,000 (\$76,346,000); wool

products, \$56,636,000 (\$54,814,000); books and printed matter, \$62,838,000 (\$57,667,000); rubber and products, \$54,957,000 (\$57,725,000); and fruits, \$101,137,000 (\$98,763,000).

## **Farm Cash Income Lower In 1957's First 9 Months**

Farm cash income from the sale of farm products in the third quarter of 1957 amounted to \$638 million, down \$60 million from the preceding year's corresponding total of \$698 million.

This decline can be attributed largely to smaller grain marketings in the Prairie Provinces, particularly in Saskatchewan. Income from the sale of livestock and livestock products was higher in the third quarter of 1957 than a year earlier but did not offset the smaller returns from grains.

Preliminary cash farm income estimate for the nine months, January through September, is \$1,847 million, about 3 per cent smaller than the estimate of \$1,911 million for a year earlier. This lower estimate for the nine-month period can be attributed in the main to reduced returns from cereal grains. Compared with a year ago, smaller incomes in the second and third quarters more than offset the higher returns in the first quarter.

## **Proceedings of Parliament of Labour Interest**

### **Vocational Training Co-ordination Act**

**November 22**

By means of the student aid plan under the Vocational Training Co-ordination Act, by provinces, how many (a) university students; (b) nurses in training, have been granted bursaries during 1956-57 and 1955-56 fiscal years?

What is the maximum amount that may be so granted within a year to (a) university students; (b) to nurses in training in accordance with federal regulations?

Are regulations of the province of Ontario respecting maximum amounts the same? If not, what are the respective maximum amounts payable under Ontario regulations?

Hon. Michael Starr, Minister of Labour, answered that during 1955-56, 2,011 university students were assisted, and during 1956-57, 2,380 university students. During

1955-56, 121 nurses in training were assisted, and in 1956-57, 99 nurses in training. Nurses in training are assisted under the Vocational Training Co-ordination Act only in the four western provinces.

For the purpose of contribution under the federal-provincial agreements, the maximum amount granted per annum under any such agreement to university students is \$600 and the maximum amount granted to nurses in training is \$200. In practice, different maximum grants are established in each province and submitted to the Minister of Labour for approval for the purpose of contribution under the federal-provincial agreement. The maximum amounts payable for the purpose of the federal-provincial agreement to university students in Ontario is \$400 to

non-residents and \$200 to residents. Residents in this case refers to students residing in the community in which the university is located.

## **Unemployment Insurance Act**

### **November 25**

Labour Minister Starr moved, and the House concurred, that the following resolution be considered:

That it is expedient to introduce a measure to amend the Unemployment Act to increase the length of seasonal benefit periods; to increase the number of benefit payments for which claimants may qualify during those periods; and to provide for other related matters.

### **November 26**

Under new fishermen's regulations, effective December 1, Canadian fishermen—including those on the Pacific Coast—would receive benefits of the Unemployment Insurance Act, providing they had made 15 weekly contributions, Labour Minister Starr told Frank Howard (Skeena). Special consideration would be given in cases where fewer than 15 contributions had been made by the fishermen.

### **November 27**

The Minister of Labour's motion to introduce a measure to amend the Unemployment Insurance Act was approved.

Mr. Starr explained that the Act at present provided for the payment of seasonal benefits for the 16 weeks from the week in which January 1 falls until the week in which April 15 falls.

"The intent of this bill is to lengthen the seasonal benefit period by one month at each end, so that it will run from December 1 until May 15, that is, for a period of 24 weeks."

He estimated that some 250,000 workers would benefit from seasonal benefit this winter, compared with 214,000 the previous winter.

The bill was introduced, read the first and second times, considered in committee, and read the third time and passed.

### **November 27**

At October 31, 1957 (the latest date for which figures were available) the amount in the unemployment insurance fund was \$884,800,516.26, Labour Minister Starr replied to a question in the House.

### **December 13**

Labour Minister Starr stated that further relaxation of provisions of the Unemployment Insurance Act to accommodate

British Columbia fishermen who have made fewer than 15 contributions to the fund could not be entertained at the present time. "I am sure," he said, "it will be appreciated that a relaxation of the requirements on behalf of one particular group would soon result in demands from other groups and individuals for a similar relaxation..."

## **New Brunswick Unemployed**

### **November 25**

The numbers of unemployed males and females in Northumberland County, New Brunswick, at the end of each month from November 1956 to October, 1957, inclusive, Labour Minister Starr told G. R. McWilliam (Northumberland-Miramichi), were: November, 979 male, 128 female; December, 2,038 male, 168 female; January, 2,850 male, 212 female; February, 3,297 male, 223 female; March, 3,464 male, 221 female; April, 3,408 male, 217 female; May, 1,504 male, 180 female; June, 1,081 male, 168 female; July, 712 male, 176 female; August, 789 male, 159 female; September, 763 male, 165 female; October, 1,103 male, 174 female.

## **Post Office Employees**

### **November 25**

The post office at Winnipeg employs women on a part-time basis, Hon. W. M. Hamilton, Postmaster General, informed Stanley Knowles (Winnipeg-North Centre). They receive pay at the rate of \$1.11 per hour on day duty; \$1.26 per hour on night duty. They work four hours per day, six days per week.

## **Professional Sports**

### **November 25**

The operation of sports arenas and the engagement of players in connection with contests or exhibitions staged therein do not fall within federal jurisdiction insofar as labour relations are concerned, labour Minister Starr told D. M. Fisher (Port Arthur).

## **Use of Army Camp as Trade School**

### **November 26**

Labour Minister Starr said he would consider the suggestion of A. W. Stuart (Charlotte) that the Utopia army camp in New Brunswick be used as a trade school.

## Housing Act Amendment

**November 27**

Hon. Howard C. Green, Minister of Public Works, moved that the House go into committee at the next sitting to consider the following resolution:

That it is expedient to introduce a measure to amend the National Housing Act 1954 to increase from \$250 million to \$400 million the aggregate amount that may be paid out of the Consolidated Revenue Fund... and also to provide for a reduction of down payments.

**December 4**

The House went into committee to consider the resolutions.

The Minister of Public Works explained that at present the Act provides that a borrower may obtain a loan amounting to 90 per cent of the first \$8,000 of lending value and 70 per cent of the lending value in excess of \$8,000. "The amendment will enable a borrower to obtain a loan amounting to 90 per cent of the first \$12,000 of lending value, together with 70 per cent of the lending value in excess of that amount."

## Agreements with Unions

**November 27**

In answer to a question by D. M. Fisher (Port Arthur), the Parliamentary Assistant to the Minister of Trade and Commerce said that collective agreements existed for the 1957 working season between the contractors building the Trans-Canada Pipeline west of the Lakehead and the following unions: The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada; the International Union of Operating Engineers; the International Hod Carriers', Building and Common Labourers' Union of America; and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers.

## Canadian National Steamships

**November 28**

Hon. Michael Starr, Minister of Labour, informed the House that he would be willing to attempt to mediate in the dispute between the Seafarers' International Union and Canadian National Steamships, if he could be assured of the willingness of both parties to strive sincerely to reach a satisfactory conclusion. He pointed out to the House that on two previous occasions he

had tried to get the parties concerned together, and on both occasions his offer was rejected by Hal Banks of the SIU.

**December 5**

Canadian National (West Indies) Steamships transferred to Trinidad registry can be transferred back to Canadian registry upon the Canadian Government's request, the Commons was informed by Transport Minister Hees in replying to a question by Hon. George C. Marler (St. Antoine-Westmount).

## Minimum Wages

**November 28**

The Commons "talked out" Bill No. 4, introduced by Stanley Knowles (Winnipeg North Centre), which would establish a minimum wage of not less than \$1 per hour for workers under federal jurisdiction.

## Unemployed in Maritimes

**December 3**

On November 27, 1957, there were 13,132 persons unemployed in Nova Scotia; 37,128 in the Atlantic provinces. On November 8, 1956, there were 8,554 persons in Nova Scotia registered at the employment offices; there were 22,488 in the Atlantic provinces as a whole, Labour Minister Starr reported in answer to a question by A. J. MacEachen (Inverness-Richmond).

## Foreclosures and Repossessions

**December 4**

C. E. Johnston (Bow River), asked the Prime Minister if the Government proposed to take any action to prevent foreclosures and repossessions of homes, farms and other possessions that have been purchased on the instalment plan in Calgary and vicinity. The Prime Minister replied that "there is no authority in the federal Government under the British North America Act to bring into effect a moratorium or anything of the nature... This is a matter of property and civil rights and, as in the 1930's and early 1940's when the Aberhart administration acted, the responsibility still rests with provincial governments under the constitution."

## Conciliation Board

**December 4**

Stanley Knowles (Winnipeg North Centre) was told by Labour Minister Starr that the Government had received a request from the non-operating employees of

Canada's railways for appointment of a conciliation board, and that the regular procedure for establishment of such a board was being followed. He was not yet able to name the personnel that would compose it.

### **Diesel Royal Commission**

**December 4**

The report of the Royal Commission inquiring into the dispute between the CPR and the Brotherhood of Firemen and Enginemen as to whether or not firemen should be employed on certain diesel trains was not in hand yet, Labour Minister Starr informed the House. It is expected the end of December.

### **Price Spreads Commission**

**December 10**

The Prime Minister announced the names of the members of the Royal Commission that will "inquire into the extent and the causes of the spread between the prices received by producers of food products of agricultural and fisheries origin and the prices paid by the consumers therefor; determine whether such price spreads in general or in particular cases are fair and reasonable or are excessive..." They are: Dr. Andrew Stewart of Edmonton, Mrs. W. R. Walton Jr., of Toronto, Dr. W. M. Drummond of Bristol, Que., Howard MacKichan of Halifax, Romeo Martin of Montreal, Bernard Couvrette of Montreal, and Cleve Kidd of Toronto.

### **Income Tax**

**December 10**

It was not an oversight that resulted in the exclusion of loggers and lumberjacks from tax relief for away-from-home expenses as granted in a tax act amendment to construction workers, Finance Minister Fleming told the House.

**December 14**

The Commons gave third reading to, and passed, Bill No. 232, to amend the Income Tax Act to allow for the reduction of personal income taxes.

### **Automobile Tax Cut**

**December 13**

Bill No. 231, to reduce the excise tax on automobiles by 2½ per cent, passed by the House. It was introduced by Finance Minister Fleming.

### **Subsidy for B.C. Mine**

**December 17**

Mining operations will continue, on a reduced basis, at Howe Sound Mining Company in British Columbia, for a period of at least six months, and provide employment for 350 to 400 persons, Hon. E. D. Fulton, Minister of Justice, announced. The mine normally employs 700 men.

The federal Government and the Government of British Columbia will help finance the operations at the mine. The company, it was pointed out, had been "operating during the last several months at a loss of between \$60,000 and \$80,000 a month," and even with the aid of the Governments, "losses will continue to be substantial".

### **Shipbuilding Program**

**December 17**

Early in January the Government will call for tenders for the construction of six ships totalling in cost some \$10,000,000. Two vessels will also enter drydock for conversion, at an estimated cost of \$1,000,000, Transport Minister Hees told the Commons. The contracts, when let, will provide employment amounting to 3,500,000 man-hours. Contracts will be placed as soon as possible with a view to providing winter employment.

### **Aid to India**

**December 19**

Hon. E. D. Fulton, acting Secretary of State for External Affairs, reported on decisions under the Colombo Plan, designed to provide aid to India, Ceylon and Pakistan, with Parliamentary approval, beyond that for which funds have been provided up to March 31, 1958. India will receive \$2 million to continue work on the Canada-India reactor; \$5 million for the erection of transmission lines; \$3 million for rail ties; \$120,000 for three cobalt beam cancer therapy units; \$65,000 for audio visual equipment and educational material; \$10.8 million for the supply of industrial metals urgently required by India's metal working industry. Ceylon will receive \$640,000 for aerial survey; \$200,000 for transmission lines; \$100,000 for a technical institute; \$12,500 for rehabilitation centre; \$14,000 for agricultural testing equipment; \$17,000 for airport radio unit; \$3,000 for X-ray equipment; \$13,000 for harbour crane. Pakistan will get \$2,600,000 for power transmission lines.

# 15<sup>th</sup> Federal-Provincial

## Farm Labour Conference

Less difficult this year to obtain sufficient supply of farm labour, meeting told. Extension of unemployment insurance to agricultural workers discussed. Mechanization cuts number of farm workers needed

Difficulties in obtaining a sufficient supply of farm labour were less serious during the past season than for many years, it was reported by delegates to the 15th Federal-Provincial Farm Labour Conference held in Ottawa on December 5 and 6. Subjects discussed included the question of extending unemployment insurance to agricultural workers, and the experience of the first year's operations of the South West Ontario Field Crops Employers' Association.

Walter Dawson, Director of the Special Services Branch of the Department of Labour, was chairman of the conference. Delegates included representatives from the federal and provincial governments, and observers for the United Kingdom, the United States, Germany, and The Netherlands, as well as for the Canadian Federation of Agriculture, the Canadian National Railways, and other interested organizations.

In the absence of the Minister of Labour, who was unable to attend, the delegates were welcomed by A. H. Brown, Deputy Minister of Labour. Mr. Brown said that the Federal-Provincial Farm Labour Program was a co-operative program, inaugurated during the war years when agriculture had had to compete for labour with industry and the armed forces, which was designed to provide co-ordination of efforts between the provincial and federal agencies. An effective program of mutual help in providing farm labour had also been developed with the United States.

The Deputy Minister referred to the effect of the increasing mechanization of agriculture on the problems of labour supply. It had reduced the number of workers required, but made increased demands for skilled agricultural labour.

The farm labour supply situation had been easier during the past season than in any previous year, he said. Nevertheless this did not justify a relaxation of effort. He pointed out that there had been less movement of farm labour between provinces during the season, but that movements across the U.S. border of workers in tobacco and potato crops had been larger than usual.

### Unemployment Insurance

Clifford A. L. Murchison, Commissioner of the Unemployment Insurance Commission, sketched the progress that had been made in the Commission's inquiries into the feasibility of extending unemployment insurance to agricultural workers.

Among the difficulties in the way of such extension pointed out by Mr. Murchison were the following facts:

Out of about 150,000 paid workers employed in agriculture, some 90,000 are farm labourers who are for the most part seasonal workers and who may not have sufficient employment to enable them to qualify for benefit.

The other 60,000 who appear to have fairly regular employment have never asked for coverage, nor have their employers. Consequently their willingness to co-operate in a scheme is doubtful.

If coverage were extended to paid farm workers it would be difficult to exclude unpaid family workers, who at present number 151,000; and "own-account" workers, who number 437,000. To include members of a farmer's immediate family living on the farm would result in abuses which it would be impossible to control; and the problem of the 437,000 own-account workers would be rendered more difficult by the fact that they enter the paid labour force at certain times of the year.

Available information about the number of employers in agriculture appears to lack the degree of accuracy that is essential for making well-reasoned calculations on the cost of collecting contributions.

In probably the majority of cases there would be a lack of records for checking to determine whether the proper amounts of contributions had been made; and the cost of adequate supervision over this phase of the scheme would be out of all proportion to the value of contributions recovered.

Mr. Murchison suggested that if agriculture were to be covered, consideration should be given to the idea that it be under a program separate from the industrial unemployment insurance scheme, and that at first coverage should be on a

limited basis, which could be extended if experience warranted it.

The Commissioner pointed out that in none of the American states, with the exception of the District of Columbia and Hawaii, which were special cases, were farm workers covered by Unemployment Insurance Acts, although unemployment insurance for industrial workers had been in effect in the United States long before the Canadian scheme came into effect.

In the United Kingdom and other countries of Europe where farm workers were covered by unemployment insurance, there appeared to be a much greater degree of stability in employment in agriculture than there was in Canada, he said.

Although some of the provincial delegates were of the opinion that there was little interest in unemployment insurance for farm workers on the part of farmers in their provinces, most of the delegates said that their farmers had shown a considerable amount of interest in the matter. This appeared to be prompted by the feeling that if agricultural workers were covered by such a scheme it would be easier for farmers to get the labour they needed.

It was stated, however, that farm organizations that had expressed a wish for the extension of unemployment insurance coverage to agriculture had been inclined to shy away from compulsory participation. Rather they favoured a voluntary scheme.

R. A. Stewart, Canadian Federation of Agriculture, was of the opinion that a separate scheme for agriculture would restrict the movement of labour from one industry to another, and would be undesirable. He also disagreed with the proposal for a voluntary scheme. From his own experience as a farmer, he was convinced that for an agricultural employer to have some of his employees covered by unemployment insurance and others not covered would give rise to serious dissatisfaction, and would in fact be an impossible situation.

It was suggested that some method might be worked out that would enable an industrial worker who was already covered by unemployment insurance, and who wished to take temporary work in agriculture, to continue to make his contributions while so employed. Some simple way might be devised, it was suggested, by which a farmer who employed such a man could register as an employer under the Act through some local authority, such as the secretary-treasurer of the municipality.

It was, however, pointed out by UIC officials present that an industrial worker in insured employment who took temporary work on a farm was already protected under

the Act from being disqualified from coverage in his own industry. If his employment on a farm were to be counted as qualifying service it might have the effect of degrading him from a high-paid to a low-paid category, and thus do him more harm than good.

Mr. Stewart said that the cost to the employer was one of the main stumbling blocks to the extension of unemployment insurance to agriculture.

### **S.W. Ontario Field Crops Employers' Association**

Robert B. Weir, representing the Canada and Dominion Sugar Co., outlined the organization and first year operations of the South Western Ontario Field Crops Employers' Association Ltd. This organization, popularly known as SWOFCA, was formed before the opening of the 1957 season with the two-fold purpose of alleviating the serious shortage of labour which had been hampering the growers of a number of specialized cash crops in southwestern Ontario, and of providing six months steady employment for the workers, instead of the spasmodic employment that had prevailed in past seasons.

The scheme was organized on the same lines as the Michigan Field Crops Association, which had been in operation in the United States for several years. Preliminary discussions began in 1956 between the growers' associations and the sugar and canning companies interested in the venture. The capital required to start operation was supplied in the form of an interest-free loan by the H. J. Heinz Co. of Canada, Libby, McNeill and Libby of Canada, and the Canada and Dominion Sugar Co. SWOFCA was formed by representatives of four growers' associations and the Federation of Agriculture, S.W. Ontario Zone.

The working force at the outset consisted of 300 Portuguese immigrants who were experienced in farm work. Camps were established at Leamington, Chatham, Dover Centre, and Wallaceburg. These camps supplied room and board to the workers at a charge of \$2 a day, approximately cost price. The farmers who were supplied with labour paid \$1 per day per worker as a service charge to the organization. The farmers conveyed the men to and from work. SWOFCA insured the men against injury at work, and on their way to and from work. The workers were paid either by the hour or on a piecework basis. Growers who were not members of the organization were supplied with labour during slack periods, and this helped in maintaining steady employment.

Mr. Weir said that the greatest problem was the high labour turnover. Out of 329 workers, 209 left before the completion of the operating period. A larger membership, he said, would help to make the plan more economical. He added that the plan owed much of its success to the help of the National Employment Service and the Special Services Branch of the Department of Labour.

John Van Raay, a farmer in the Chatham district and one of the organizers of SWOFCFA, said that if it had not been for the scheme labour difficulties would have killed beet-growing in that part of Ontario. Before the plan started acreage had dwindled from 40,000 acres to 14,000 acres, and it would have fallen to 8,000 or 9,000 acres if there had been no association. Under the scheme, the area in crop this year had increased from 14,000 to 20,000 acres, and next year acreage might reach 30,000 if labour could be obtained, he said.

In former years growers had often been at the mercy of transient labourers who had been able to extort exorbitant wages by threatening to strike when perishable crops were waiting to be harvested, Mr. Van Raay said. Experience had shown that it was of no use to rely on unemployed industrial workers for a supply of seasonal labour. As an instance of this, he said that an effort to recruit such labour from among unemployed auto workers in Windsor during the past season had resulted in the hiring of 12 only when 300 were sought.

Officials of the Department of Citizenship and Immigration present at the meeting said that one serious weakness of the scheme had been that it had not been possible to find work for many of the workers after the season ended. From the immigration standpoint, a plan that provided only seasonal work was not appealing, and the governments of the countries from which the immigrants came objected to their people being brought to Canada for such work. It was not planned to bring in immigrants for seasonal work next year, they said.

However, they were fairly confident that with the prospect of an easier employment situation next year it would not be difficult to recruit enough labour to allow SWOFCFA to operate again. If not, the bringing in of more immigrants would be considered.

### Winter Work Program

George V. Haythorne, Assistant Deputy Minister of Labour, briefly reviewed the broader aspects of the winter unemployment program, which is now in its fourth season. The greatest chance of accomplish-

ing results lies in the construction industry, where mechanization has contributed to the feasibility of winter work, Mr. Haythorne pointed out.

Agriculture is another industry which is characterized by much winter unemployment. Logging used to be the one important industry that was looked to to sop up this kind of seasonal unemployment, Mr. Haythorne said. But here increasing mechanization had much reduced the demand for labour during the winter.

He suggested several steps which might help to provide more winter work in agriculture. These were: the carrying out during the winter of more maintenance and repair work on buildings and equipment; work in woodlots, which might include cutting, thinning, and other kinds of work required by good forest management; the use of slack time during the winter in training to develop mechanical and other kinds of skill; and the diversification of agricultural activities.

### Provincial Reports

**Prince Edward Island**—Farmers in Prince Edward Island continued to be faced with a serious shortage of labour during the past season, particularly in the harvesting of the potato crop. The difficulties were increased by bad weather, which threw all operations behind time, and it was necessary to recruit labour from outside the province. To help in the potato harvest, 491 labourers were recruited in Nova Scotia and 249 in New Brunswick. The total of 740 thus obtained from outside the province compares with 379 recruited in 1956. This is the first time that it has been necessary to get a large number of workers from New Brunswick.

In addition to the labour obtained from the two outside sources, 311 workers were placed by local offices, and many school children helped in saving the crop.

A number of immigrants again placed in the province for the most part proved quite satisfactory.

The number of regular farm workers recruited this year again showed a decrease from the previous year. The procuring of efficient farm labour is apparently becoming more difficult each year as the young people continue to be drawn away into industry.

**New Brunswick**—The numbers of farm workers placed locally this year was less than in 1956, and the number placed outside the province considerably higher, H. F. Stairs, New Brunswick Director of Field Husbandry, said in his report. This reflected the easier labour supply situation compared with last year, and also the effect of the arrival of immigrant labourers.

Out of 717 immigrant workers who arrived in New Brunswick during the 12-month period ending October 31, those placed on farms numbered 130. Approximately a third of this number afterwards left the province. Of the immigrants of recent years now working in New Brunswick, 130 have applied to bring in relatives, indicating that many have become permanently established.

It is expected that during 1958 the farm labour situation will continue to be much the same as at present, with supply and demand about in balance. Although farm wages may be somewhat lower this winter, the high wages likely to prevail in construction, mining, and industry will tend to keep agricultural wages as high as they were this year.

"Mechanization on our farms," the report said, "has reduced the need for farm help, and there has been a slight reduction in the number of occupied farms, thus releasing a number of experienced farm labourers for employment by other farm operators."

**Nova Scotia**—A very substantial decrease in the lumber output in Nova Scotia during the past season released more men for agriculture than has been the case for the past few years. This, together with the increase in unemployment in the industrial and coal-mining districts of Cumberland, Pictou and Cape Breton Counties, has meant that farm labour has been considerably more plentiful than in recent years, reported S. E. Lewis, Director of Farm Labour for Nova Scotia.

In addition increased mechanization has substantially reduced the need for farm workers.

Immigrants in recent years have been an important source of farm help, but this year the number of immigrant farm workers arriving in the province was the lowest on record. The Nova Scotia Land Settlement Board continued to help immigrants to become established on farms of their own. Quite a number of inquiries were received during the year from British farmers who were interested in emigrating to Canada.

Apple growers in the Annapolis Valley applied for a total of 327 men to help in picking the crop, and nearly all these orders were filled. Fruit growers believed, it was reported, that if it were not for the financial assistance given under the Dominion-Provincial Farm Labour Program in transporting workers to the Valley a considerable portion of the crop could not have been harvested.

**Quebec**—Farm labour was more plentiful in Quebec this year than in 1956 but

it was necessary to recruit labour from a larger area and to organize larger movements of farm labour than last year, it was reported by Alex J. Rioux, Director of the Quebec Farm Labour Supply Bureau. The number of persons placed by the Day-to-Day Farm Labour Centre, which operated for the fourth successive season, was 416 compared with 773 last year; and the number of employers supplied with workers, 130 compared with 162.

The demand for sugar-beet thinners was larger than last year. In co-operation with the National Employment Service and the employment service of the sugar refinery, the Bureau arranged the placement of 430 workers, compared with 194 in 1956. It was necessary to go to 10 counties of the province to recruit these workers, instead of to only two or three as in the past few years. Fifteen Indians obtained from the Restigouche Reserve proved to have little aptitude for the work, and after a few days they asked to be sent back to the reserve.

A continuation of the policy of the past several years resulted in the placing of 30 high school students and teachers with fruit growers in Ontario.

In exchange for 47 tobacco curers from the states of Carolina and Virginia, who worked in the Joliette district, and for 122 apple pickers from just over the border in Vermont, who worked at nearby Frelighsburg, 240 apple pickers were sent to the states of New York and Maine.

**Ontario**—A survey conducted by agricultural representatives early in 1957 indicated that, while there was still a demand for good year-round labour on dairy and general farms, farmers in Ontario were inclined to resort to the use of labour-saving machinery to reduce the need for hiring labour rather than to depend on unskilled labour.

The report delivered by R. G. Bennett, Assistant Director of Extension, Ontario Department of Agriculture, also referred to a tendency towards an increase in the size of farms, accomplished by combining smaller farms into one unit. This, it was pointed out, makes available suitable living accommodation for married workers.

Another trend mentioned in the report is that, especially in highly industrialized districts, farmers are inclined to take employment in industry, and to work their farms as a secondary occupation.

There was again a keen demand for suitable labour to handle the flue-cured tobacco crop. A deterioration in the crop in the latter part of the season, however, reduced to 2,700 primers and 1,305 curers the number of experienced U.S. workers needed to



supplement the Canadian labour force. Work in connection with this crop involves about 15,000 transient labourers, and the provision of this force entails the largest single movement of labour within the province.

**Manitoba**—The heavy inroads in the agricultural labour force made by the demand for construction workers in Manitoba led to the bringing in of agriculturalists and other workers from the United Kingdom and Europe. This was helped by the institution of an air-lift to Western Canada.

Many of the immigrants were very satisfactory, and experience warrants the continuation of efforts to obtain immigrants for farm work, it was reported by H. R. Richardson, Director, Farm Help Service, Manitoba Department of Agriculture and Immigration. Altogether 193 British immigrants and 261 from other countries of Europe were recruited for farm work during the past season. Experience with Hungarian refugees, none of whom was an agricultural worker, was that although farmers were willing to employ them, only a small number were absorbed into agriculture.

Demands for labour from sugar-beet growers were all met, with less difficulty than had been expected.

Local offices of the National Employment Service gave valuable help in supplying labour, their placements up to September 30 reaching almost 1,000.

The marked increase in the raising of beef cattle may be an indication of a trend towards greater diversification in agriculture, with a correspondingly stronger demand for permanent help.

**Saskatchewan**—"One of the major factors tending to avoid peak periods of labour demand for harvesting is a definite trend on the part of farmers to employ more farm labour on a yearly or semi-yearly basis, said L. J. Hutchison, Director of the Farm Labour Division, Saskatchewan Department of Agriculture.

He said that some farm labour placement officers in NES offices are encouraging this plan, and that more could be done in this direction in some zones. The Regina NES local office placed 442 workers on farms in that zone during the March-June period, and in addition 238 married couples have been placed on farms under a two-year contract with farmers. This total of 680 placements compared with 387 placements of harvest labour in August and September.

Wage agreements with single workers are on two plans: \$125 to \$150 a month, plus \$2 to \$5 bonus at harvest time; and \$135 per month with no bonus at harvest time.

Married couples are hired on a yearly basis of \$1,800 per year, with an additional hourly wage to the housewife for work she may perform in the employer's home or farm.

For sugar-beet work in the Lethbridge district of Alberta, 254 Indian workers from reservations in Saskatchewan were recruited. Very few workers were sent to Ontario for haying and harvest work, and no berry pickers were sent to British Columbia this year, as there seemed to be enough workers available in that province.

**Alberta**—"The general demand for farm workers throughout the season has been very light. While it may be difficult to state reasons in definite terms, the generally poor crop conditions, coupled with a shortage of cash in farmers' hands with which to pay wages, may have been contributing factors," reported F. H. Newcombe, Director of Agricultural Extension Service, Alberta Department of Agriculture.

The total of 395 immigrants, including 75 children and 320 workers, is nearly double the number introduced to the best fields last year. These also constitute the most popular workers from the standpoint of the growers. It should be added, however, that these immigrants did not come by arrangements with the Farm Labour Committee. There is a gradual increase in mechanization, particularly with respect to harvesting, and there is evidence that eventually all beets will be harvested in this way.

Indian sugar-beet workers from Saskatchewan and Alberta "are becoming generally more acceptable to growers and no difficulty is experienced in placing them," the report said.

Mr. Newcombe emphasized that, although the farm labour supply situation was such that farmers were able to manage without being acutely hampered, it could not be said that the supply of labour on farms was really adequate. Production had not suffered, but farmers and their families were working unreasonable hours and were drawing on their health and strength to a greater extent than workers in other industries. If the farming industry were able to achieve "parity" with the rest of the economy, and farmers consequently had the money to hire more labour, a much larger demand might be looked for.

**British Columbia**—For the first time for several years there was a surplus of farm labour throughout British Columbia, which relieved the pressure for seasonal help in harvesting the fruit crops. This reversal of the situation compared with 1956 is attributed to immigration and to the freeing of labour from other industries. The report was drawn up by G. L. Landon,

Director of Agricultural Development and Extension. Mr. Landon, however, was not present at the conference, his place being taken by J. B. Moen of the B.C. Department of Agriculture.

Requests for the importation of Mexican labour came from several growers' associations, and as a result a survey was made

in April and May and a report prepared on the importation of Mexican labour to the United States. A copy of this report was attached to the provincial report. However, no labour was imported from Mexico, and considering the farm labour situation which developed in the province, this proved fortunate.

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## Prejudice and Discrimination

Department presents series of five talks on prejudice, particularly as it affects employment, over weekly "Canada at Work" radio program. Texts of first three broadcasts printed here, other two in next issue.

A series of five talks on prejudice and discrimination, with emphasis on their effect on employment, was presented last month by the Department of Labour over 84 Canadian radio stations.

The talks, by five prominent Canadians, were broadcast on the Department's weekly program, "Canada at Work". The first was heard during the week of November 17 and the last one during the week of December 15.

The speakers and the titles of their talks were: Hon. Michael Starr, Minister of Labour, "Job Justice—We Can't Turn

Back"; Prof. Marcus Long, University of Toronto, "The Roots and Causes of Prejudice"; Frank H. Hall, Chairman, CLC Human Rights Committee, "Fair Employment Practices—A Good Beginning"; Herbert H. Lank, President, Du Pont Company of Canada (1956) Limited, "Is Fair Employment Good Business?" and Rabbi Abraham L. Feinberg, Holy Blossom Temple, Toronto, "Prejudice—A Spiritual Pestilence".

The texts of the first three talks are reprinted below. Texts of the remaining two will appear in the February issue.

### Job Justice—We Can't Turn Back

Hon. Michael Starr, Minister of Labour

The spread of enlightenment and the growth of democracy in the Western World are developments which began many years ago... The two developments—the spread of enlightenment and the growth of democracy—are complementary to each other. When one of them has taken place in advance of the other, then it has usually brought a demand for the other. This is specifically true if the spread of enlightenment comes first—it is bound to be followed by a demand for democracy. History has shown, for example, that if people in the so-called lower classes acquire a knowledge of the rights and advantages of the privileged classes and the manner in which those rights and advantages are acquired and maintained, then they are certain to demand the same things for themselves...

Another development which took place many years ago and which also has a bearing on our present problem was the increasing contact of western countries with people of other races, as well as between the Western countries themselves. This development came following the improve-

ment of methods of travel and communication between one part of the world and another. Previous to this development, it was not too difficult to maintain the intellectual position that people of other races were inferior merely because they were different. Hence, one group might be regarded as inferior because they practised a strange religion; another because their skins were of a different colour. However, as the increasing contact between the different races continued, many of these beliefs became so absurd that they could not be maintained without the believer appearing quite foolish. The idea that a person was inferior because of his strange religion became difficult to uphold when, for example, it became obvious that many of his characteristics indicating inferiority had nothing to do with religion, but were caused instead by poverty, hunger, or some other factor.

The same thing applied to the idea that people were inferior because their skin was brown or black. It soon became obvious that they could do all of the things white

people could do when they were taught the necessary techniques, and that they were just as intelligent as anyone else if given an equal chance.

The interesting thing about all this, as it affects the present, is that we tend to think of these developments as something which took place years ago. We tend too much to think of democracy as something that became complete when we obtained the right to vote. However, that is not quite the case. These developments are still going on. In many of the western countries, especially in our own, democracy is still growing and it may be necessary for that growth to continue for some time. People in the minority groups may have achieved the right to vote, the right to free speech and so on, but unfortunately there are still many cases where they have not achieved the right to equal treatment in such things as housing accommodation, access to public places such as hotels and restaurants, and the right to an equal opportunity in employment.

The right to vote is very basic, but some of these other things are very important too, and unless they are shared equally by people of all races, religions and national origins, then we are quite safe in saying that democracy in Canada has a lot of growing to do.

Another very important point in the consideration of this problem is that you cannot deny employment justice to a man, when, because he is living in a democracy, he has a whole list of other rights, and, because he is a reasonably enlightened man, he knows how to use those rights to further his case.

When the opponents of fair employment remain unconvinced by all the other arguments in its favour, then I still maintain this one essential, basic point: *we can't turn back the clock*. It was a very long time ago that democracy started and it has come a long way. However, the essential thing to remember in considering the problem before us is that our contact with other races is still increasing, enlightenment is still spreading, and democracy is still growing, and to try to stop it is like Canute trying to hold back the tide.

For a minority worker the right to compete on a fair and equal basis for whatever employment opportunities are available is a very important thing, and you can be certain that he will fight just as hard for that right as our ancestors and his fought for the ones we already enjoy. He is no longer willing to bow and scrape.

The hard facts of this situation have been very much in evidence in North

America recently, especially during the years since the war. We have found it necessary to pass legislation to guarantee minority workers the right to fair employment. In the United States a large number of fair employment laws have been put into effect and, I understand, they are working very well to solve a discrimination problem which is much greater than any we have in Canada or ever hope to have. In our own country the Canada Fair Employment Practices Act went into effect more than four years ago. The Act applies to employers in undertakings under the jurisdiction of the Dominion Government and to trade unions representing workers employed in those undertakings. Some of the specific industries covered are shipping, navigation, railways, canals, telegraphs, airlines, banks, and radio and television broadcasting. Under the Act, an employer is forbidden to refuse to employ a person or to distribute against an employee because of his race, religion, colour or national origin. An employer is also forbidden to use an employment agency which practises such discrimination or to use discriminatory advertising of employment vacancies, or to use discriminatory questions, written or oral, in connection with employment applications. The Act also forbids discriminatory practices by trade unions in regard to union membership and employment.

Fair employment laws of a similar type have also been passed by the legislature of the provinces of Ontario, New Brunswick, Nova Scotia, Manitoba, Saskatchewan and British Columbia.

These laws are known in the legislative world as educational laws. Of course, all laws are educational to some extent, but these are a little different. The expressed purpose of most fair employment laws is to eliminate discrimination through educational methods if this is at all possible. It is only when the educational methods fail that the legal machinery to punish the offender is put into operation.

From the viewpoint of the administrator of a fair employment law, I must say that the more I see of patterns of discrimination and prejudice, the more I think that education in one form or another is the most necessary thing. I know that there are large numbers of companies in Canada where a fair employment policy is the rule because it has been insisted upon by management for some time. There are other cases where there is an official policy within the company of outright discrimination. However, these are certainly in the minority, and I think that it is a very small minority. There is a much larger

group, in my opinion, in which there exists the regrettable situation that the company just does not have a policy as far as discrimination is concerned. The trouble with this group is that because there is no official policy, unfair employment practices are often going on unofficially without the president of the company knowing much about it. It may be on the level of the junior personnel officer or the bigoted clerk, but from the point of view of the minority worker who is barred from employment it is a policy and it is effective.

Obviously, it is possible for such a situation to exist without the president of a company knowing about it. In such a case the educational method required is quite obvious. It is merely necessary for the president to lay down a fair employment policy and to insist upon it being observed. Experience under various fair employment laws has shown that when such a course of action is taken by the president it invariably works. Employees, including employees who are bigoted on matters of race, religion and national origin, invariably do what they are told to do by the president in policy matters of this kind. Obviously, in most companies they would need to obey the president or they would be looking for employment elsewhere.

One of the most important problems faced by the departments of government which administer fair employment laws is the problem of getting the victims of discrimination to come forward with their complaints. It has often been noticed, especially in industries where discrimination has been known to exist for a long time, that complaints are not brought forward even though the existence of the fair employment law is well known. There are several reasons for this. Most people just seem to want to go about their daily business with as little fuss and bother as possible, and therefore, when they encounter discrimination they merely say to themselves, "It is there, it has been there for a long time, and there doesn't seem to be much we can do about it".

Another reason many people avoid making a complaint is that they are afraid of becoming involved in legal proceedings. There is also the fear that the offending employer may retaliate against them in one way or another. To minority workers in this situation, I would say first of all that the Canada Fair Employment Practices Act contains a clause which specifically protects a person bringing forward a complaint against retaliation of any kind that may be taken against them as a result of that complaint.

You should remember that the prompt filing of complaints under fair employment laws has been known in many cases to bring about major changes in the employment policies of the industries affected. This, of course, is a real benefit to the minority workers concerned. In other words, I would say that these fair employment laws can in such situations be a direct benefit to you, to your family and other members of your minority group. No one wants to go around looking for trouble, and as the head of the department which administers the Canada Fair Employment Practices Act, I would not want to say that I was looking for more complaints—except in cases where the complaint is based upon a real grievance.

If you have good reason for believing that you have been discriminated against, and especially if the industry concerned is one in which discrimination is a matter of common knowledge, I assure you that the complaint will be promptly investigated and followed through to a just conclusion.

In this connection I would also like to mention that if you were to get in touch with representatives of organized labour to discuss with them the possibility of making a complaint, you are likely to find that they will be very helpful to you. In many parts of Canada there are in existence special labour committees which have devoted a good deal of time and effort to problems of prejudice and discrimination and which have done some very valuable work. These people have experience in this field and many of them are certainly well qualified to advise you.

Finally, I would like to say that much has already been done towards the elimination of discrimination in employment under the Canada Fair Employment Practices Act. When the influence of various provincial fair employment statutes is added to this, it must be quite considerable. Speaking for the Dominion field, I can say that the Canada Fair Employment Practices Act has worked, mainly because of the elements of persuasion which are included in its provisions for conciliation. So far it has not been necessary to carry any of the complaints which have been registered beyond the conciliation stage. The settlement of these complaints has not only brought about an improved situation in the industries concerned, but other situations which would have been the cause of additional complaints if it were not for the influence of the Act have been avoided.

The number of cases investigated under the Act has not been large, but the long-term effects of some of these cases should

not be underestimated. In some areas where prejudice and discrimination have in the past given rise to very difficult problems, new patterns and precedents have been established, breaking through the old barriers. Unfair employment practices no

longer have the strength they once had in Canada, and I firmly believe that the avenues of the future should be increasingly open to employment policies which are more in accord with the ideals of freedom and democracy in Canada.

## The Roots and Causes of Prejudice

Prof. Marcus Long, University of Toronto

If by prejudice we mean the closed mind, the refusal to give a decent hearing to views with which we disagree, then we must recognize that prejudice is very much with us today. There are very few people who make any serious effort to understand the views of their opponents. There are far more who want to silence them.

I hasten to point out that this is nothing new. Giordano Bruno was burned to death in 1600 for ideas which would not raise an eyebrow today.

The history of science carries, besides the record of human triumph, the record of human prejudice, the story of the closed mind. The Copernican theory and the Darwinian theory are two outstanding examples of scientific insights which stirred up wrath. I must point out that this prejudice was not limited to the uneducated; some of the major opponents of scientific progress were scientists and philosophers. Prejudice is not a monopoly of any particular group.

Several important books have been written on this subject. Some of my listeners may be familiar with the delightful fictionalized account by MacKinley Kantor of the development of medicine in the nineteenth century entitled "The Century of the Surgeon". This book was not intended as a record of prejudice and yet it is that. Each of the great advances in the field of surgery, including such simple suggestions as washing the hands in chlorinated water before examining or operating on patients, was derided and violently opposed by medical men. And who can forget the tragic but heartening story of the treatment given to Florence Nightingale during the Crimean war for instituting the measures we now take for granted from nurses.

But I'm not supposed to speak about prejudice as the closed mind against ideas. I have been asked to speak about the other sort of prejudice which is reflected in discrimination, the prejudice of people against people, the prejudice we find in Little Rock.

This sort of prejudice is not a modern invention. Prejudice against others is as old as history and likely as old as man. It would be difficult to find anyone not infected by it.

The people of India, for instance, who like to talk about the sufferings of coloured people under the rule of whites, have long suffered from caste distinctions within their own borders.

It is true that the government of India, like the Government of the United States, is opposed to such discrimination. Unfortunately, the attitude of the Indian government cannot affect the way people think and the persons, like the untouchables, who suffer from discrimination are not likely to get too much consolation from the thought that the Prime Minister of India doesn't like the way they are being treated.

I emphasize that such discrimination is nothing new. The Athenian aristocrats despised the artisans and slaves. The early Hebrews seemed to despise everybody. Even the Apostle Peter was reluctant to preach the gospel to the Gentiles whom he considered unclean, and if the spread of Christianity had depended on him, Christianity would have died shortly after its birth.

If we are agreed, as I am sure we are, that prejudice is a very old and a very widespread emotional disease, we may turn to some of the reasons for its existence. Here I cannot offer anything original nor can I give an adequate statement of learned opinion on the subject because of the pressure of time. A few suggestions will serve.

There is no doubt that one of the major reasons for prejudice is ignorance. This is most obvious if we think of the prejudice against ideas. The most vicious attacks against any system of thought are usually made by those who have never taken the time or given the effort to make a sympathetic appraisal of what they are attacking.

Again I hasten to point out that I am not expected to discuss prejudice in terms of ideas but only prejudice against persons.

I'm quite sure that much of this is also based on ignorance. That is why travel is so important. Actual contacts between people can do much more to eliminate personal prejudice than a multitude of sermons.

In 1948 I had the privilege of bringing some Norwegian and Dutch students into contact with some Germans. The first week of the contact was as tense as anything I can recall. The Norwegians and the Dutch could only see in the Germans the people who had killed so many of their friends and caused so much suffering to themselves. Gradually barriers were broken down and contact established. The prejudice based on memory vanished before the reality of contact. Before the summer was ended one Norwegian, for instance, who had come to our gathering with the intention of hating the Germans, was engaged to a German girl.

Ignorance is a fertile source of prejudice. When you get to know Germans, Italians, Hungarians, Africans, Indians and other peoples, your imaginary pictures are sure to be changed for the better.

Of course it won't always work this way. Knowledge sometimes brings disillusionment. I can still recall the shock of watching two young men just outside Naples in Italy, young men obviously in the best of health and in their early twenties, walking nonchalantly along beside a woman who must have been in her sixties carrying a heavy piece of furniture on her back. This, I'm afraid, was typical of the treatment of women in that part of the country. I'm quite sure also that I should have difficulty appreciating the way of life of the underdogs in Middle East countries.

Some disillusionment is bound to happen. You have met Irishmen who were not witty and Scotsmen who were not tight; I mean in money matters. Usually, however, knowledge adds to finer appreciation. I suspect that if you tried to contact Jews and Negroes and all sorts of other people you would find that many of your prejudiced opinions have no justification. Surprisingly enough you can find all sorts of nice and horrible people in all of these groups.

Here I cannot resist injecting a personal note. So often when people speak out against racial discrimination the prejudiced listener replies "Your deeds don't match your words, you would not want to live beside Jews or Negroes". Now it happens that I have spent most of my time in Toronto on two streets. My neighbours on the first street, moving towards the west, were Scots, Italians, Japanese and Jamaicans, in that order. On the East

there were Greeks, French-Canadians and others. When I moved to my present home there was a Chinese family right across the road, and a Jewish family a few doors down. So far as I have been able to discover over the years, they have not infected my family with any social diseases, ruined their character or made my home an unsuitable place to live in. The little Jewish girl and my younger daughter play together and, on occasions even sleep together. They fight and make up like any other children.

This, I must confess, is quite different from what life was like in Belfast where I used to live. For in that city no Roman Catholic dared to live on a Protestant street and no Protestant dared to live on a Roman Catholic street. And bitterness was everywhere.

But enough about ignorance. The second reason for prejudice is fear, the fear that a minority group may swamp a majority group.

This is the only reason I can think of for the violent religious persecutions of the past, both protestant and catholic. Even though both groups claimed the assurance of God that not even the gates of Hell could prevail against them they refused to take any chances.

Fear is a very pervasive thing in all realms. The trades unions are not free from it. The leaders of the labour movement are among the most forceful of those who fight against discrimination on the basis of race, creed or political faith. Yet they have been unable to overcome the fear of many workers that D.P.'s and Hungarians would do Canadians out of jobs. It has been depressing to hear the criticisms that have come from working circles against the former Canadian government for giving a haven in Canada to Hungarian freedom fighters.

Fear, combined with ignorance, is at the root of the trouble in the Southern United States. Commentators have noted that the people with least prejudice are the people with secured positions or secure incomes. The so-called "white trash" are understandably afraid that the emancipated Negro might well threaten what economic security they have.

The third reason and the one I have been working towards is pride. Pride is not only a cardinal sin, it is, by any reckoning, the main basis for prejudice. It must also be noted that on occasions pride is a good thing.

No social group can endure unless its members are proud to belong to it. That is as true of a nation as it is of a service

club. That is why we expect our schools and churches to bolster our national pride.

It is unnecessary to dwell on this point. The Scotsman has a sense of superiority, the Irishman has a sense of superiority, the Englishman has a sense of superiority, the French-Canadian has a sense of superiority. And so we all want legislation to protect our culture and our traditional institutions.

Now, it is obvious there is much merit in this attitude. A society, an ethnic group or a nation cannot maintain itself unless its members believe in it and are proud of it. They must oppose any attempt to change its character which is not rooted in their own volition. That, after all, is the basis of defensive war, the basis of the tribute we paid to heroes of former wars on November 11th.

Yet a sensible man ought to examine the basis for his pride. For the pride that maintains the unity of the nation may well mean a barrier to its progress.

Imagine an angel or a visitor from Mars examining the nations of our contemporary world. I think they would be surprised at the citizens of Saudi Arabia or Egypt or Morocco excluding ideas and assistance from outside because of their national pride, their sense of superiority.

Pride is necessary. It can also be dangerous. It is dangerous when it becomes the basis of cruelty and injustice. The white people of the Southern United States are proud to be white. As a result they have been known to torture and lynch their fellow-Americans whose skin happened to be black. Many of these whites are presently resisting the law of their country to prevent coloured students from attending white schools.

There can be no justification in law or morality or religion for such actions. This is a false use of pride.

We fall into the same trap when we assume that our group is so superior to another group that it should be discriminated against. There is no justification for

that. We must learn to respect differences and learn to live with them.

Since time is fleeting, I shall state my position bluntly. Prejudice and the personal discrimination which follows it are usually based on ignorance, fear and a distorted pride. This is hardly the basis for a sound approach. There are good and bad people in every religious, ethnic or political group. To distinguish between people simply on the basis of their religious, ethnic or political affiliations is as absurd as the action of the doctors who once refused to wash their hands before performing an operation.

If you must be prejudiced, and all of us are, base your prejudice on sensible grounds. Do not assume that because a person has a different coloured skin or disagrees with you on religious questions or happens to hold different political opinions that he is not a good Canadian or a good neighbour. There are better tests.

And do not raise your children on such absurd beliefs. For this, after all, is the major source of prejudice. Give them a chance to mingle with children who come from homes which represent different religious faiths, political opinions and various ethnic groups. Such contacts will not hurt them unless you have poisoned their minds.

This is so necessary in Canada which is still, because of language differences, two nations under a single federal government, a group of varied nationalistic memories that have not yet risen beyond the pride of the past, to add the richness of their various cultures to the culture that will be Canada's.

If we must have pride let it be pride in Canada and not merely in a splinter group, if we must have fear let it be directed to those outside our boundaries. But let us have an end to ignorance, particularly within our own country. There is no proper place in Canada for discrimination based on prejudice.

## Fair Employment Practices—A Good Beginning

Frank H. Hall, Chairman, CLC Human Rights Committee

The Canadian Fair Employment Practices Act has been on the statute books since May, 1953... Among other things, the law says in its section 4, under the heading "Prohibited Employment Practices":

No employer shall refuse to employ or to continue to employ, or otherwise discriminate against any person in regard to employment or any term or condition of employment because of race, national origin, colour or religion.

No employer shall use, in the hiring or recruitment of persons for employment, any employment agency that discriminates against persons seeking employment because of their race, national origin, colour or religion.

No person shall use or circulate any form of application for employment or publish any advertisement in connection with employment or prospective employment or make any written or oral inquiry in connection with employment that expresses either directly or indirectly any limitation, specification or preference as to race, national

origin, colour or religion unless the limitation, specification or preference is based upon a *bona fide* occupational qualification.

Whether through ignorance of the law or otherwise, there have been serious violations of these anti-discrimination provisions by some employers. There has been complaint, too, of some administrative functions, such as job referrals by local offices of National Employment Service.

Many years ago *Maclean's Magazine* published an article on a test which was tried on 47 employers. Two young women with almost identical qualifications were selected to answer advertisements for stenographers, typists, bookkeepers and filing clerks. One girl took the name of Greenberg, the other the name of Grimes. Forty-one of the forty-seven employers offered appointments to Miss Grimes. Only seventeen out of the forty-seven offered an appointment to Miss Greenberg.

More recently two labour committees on human rights, one in Vancouver and one in Toronto, made small studies on the extent to which the Fair Employment Practices Act was being complied with by private firms in their employment application forms. In Vancouver the committee found that 63 per cent of the companies asked questions about the applicant's nationality, 70 per cent asked his place of birth, 18 per cent asked his religion and 14 per cent asked his racial origin. These questions are deemed illegal under Fair Employment Practices legislation.

In Toronto, the committee found some 30 per cent of the firms—and these included insurance companies, banks, and manufacturing companies—had illegal questions on their job application forms. The committee also found that in three out of four placement agencies, the employer was usually told by the agency personnel the ethnic, racial or religious extraction of the applicant.

Understandably these are small, very limited studies. But they provide an indication of the extent to which Fair Employment Practices laws are violated, and also of the lack of knowledge of the general public of the existence of anti-discrimination legislation.

We realize that, in a country as large as Canada, with its great number of minority groups, discrimination may operate against different minority groups in different areas. In the Maritimes, the discrimination against Negro job applicants is perhaps the most serious problem. In Central Canada discrimination may be directed against Jews and New Canadians, as well as against Negroes. In the Prairies,

Indians who leave the reservations to participate or who attempt to participate in outside community life may constitute the No. 1 problem in this field. On the West Coast, Chinese-Canadians and Japanese-Canadians are probably more affected by discrimination in employment than in other areas.

These are the problems which could be the subject of a research program and which should be studied by the government agencies administering fair practices laws.

Education is another area that should be examined more closely. The federal Department of Labour has made available some excellent pamphlets and booklets on the legislation and its operation. This radio series is another example of its educational program. But the provincial governments, and there are six at present with Fair Employment Practices laws, have provided no educational material whatsoever, except perhaps a copy of the law that was enacted. The provincial agencies administering Fair Employment Practices laws should be prepared to obtain and make use of common educational material—if it were available to them. At least some discussions on the subject would be of advantage to both federal and provincial agencies. We would like to see such a meeting arranged. The result would be more information, interestingly prepared, on the problem of discrimination in employment and fair practices laws, made available to wider sections of the Canadian public than has heretofore been the case.

In such a project the experience of the National Employment Service, which handles more than 1½ million job referrals a year, should not be overlooked. It would be worthwhile to send a questionnaire to the 1,500 referral officers of the National Employment Service to determine what experience they have had with this problem...

Federal Fair Employment Practices complaints, since the Act went into effect in 1953, have involved four types of discrimination:

*One:* the use of discriminatory questions in the employment application forms of firms under federal jurisdiction. These questions were usually dropped and new forms instituted when the matter was brought to the attention of the firm. Only in one case, where the supposed powers of the head of a government agency were challenged, was there any difficulty. The questions complained of were finally revised—after the case had been on the books nearly two years.



*Two:* the denial of employment to applicants from minority groups. The complaints in this category are not very numerous. Where they have occurred they have been quickly settled by the conciliation and persuasion method. In British Columbia there were complaints about a telephone company's attitude and hiring policies towards Japanese and Chinese-Canadians, particularly for telephone operators. The management denied the charge and shortly thereafter employment ads for the company appeared in the Chinese and Japanese language press. In one case a branch bank manager in Victoria turned down a Jewish applicant for a position in the bank. In another case, a bank manager in Winnipeg had circulated a letter to high school principals in the city on the employment opportunities in banks.

*Three:* the denial of promotion to qualified applicants from minority groups. In almost all cases, complaints under this heading have been against railroads, and involved charges of discrimination because of colour. The cases against a railway for denial of promotions to qualified porters who applied for sleeping car conductors jobs were settled after considerable discussion and resulted in the historic hiring of the first Negro sleeping car conductors on Canadian railroads.

The Canadian Labour Congress and its Human Rights Committees hold that the test of employee eligibility should be ability of the applicant to do the job efficiently. This, surely, is the intent of the law. Refusal of job referral, or employment, on ground of colour, race or creed violates that intent and outrages the sensibilities of the individuals concerned as well as of all well-meaning people.

An encouraging feature is that the great body of employers want to comply with the law. Employment application forms which formerly required statement of racial origin and other such objectionable particulars have been changed to conform with the statute.

Quite recently the National Committee met with the Honourable Michael Starr, Minister of Labour, and certain of his departmental officers, for a broad discussion of prohibited employment practices and incidents related thereto. We were assured of the Government's intention to strictly enforce the law and related regulations, these being administered by the Department of Labour, and we are consequently confident of full official cooperation and ultimate success of the purposes of the legislation.

The brief we submitted to the Minister requested government support for the

strongest type of international instrument to outlaw discrimination in employment. A proposed Convention in this field is now being considered by the 87 members of the International Labour Organization. A Convention enacted by the ILO and approved by the respective governments has the effect of an international treaty.

We expressed to the Minister our feeling that an effective international instrument to promote equality of job opportunity and to eliminate discrimination in employment would help to protect and advance the welfare of all workers regardless of considerations of race, colour, religion and nationality. We said that Canada, as the only country with nation-wide fair employment practices legislation, as well as provincial anti-discrimination laws, has a wealth of experience to offer in any discussion of an international instrument in this field. We urged that the Canadian Government give support to the strongest form of international action to outlaw discrimination in employment, and that this would mean support of a Convention advocating the general principles of fair employment practices, in addition to the support given a Recommendation embodying the specific methods for implementing the Convention.

The Congress Committee on Human Rights has also requested that the Government set up a Citizens' Advisory Committee for the purpose of more effectively implementing the Canada Fair Employment Practices Act. The Minister of Labour has said that he will call a meeting of this character before the end of the year, and we are hoping that there will emerge from this an advisory committee on a permanent basis. Such a committee would no doubt be representative of all interested parties. We expressed to the Minister our feeling that in this legislation, where so much emphasis is placed on education, persuasion and conciliation to secure compliance, a Citizens' Advisory Committee can serve a valuable function. The establishment of an advisory body would make available to his Department, on a regular basis, the experience of community, church, labour and employer organizations in dealing with problems of prejudice and discrimination. It would afford the interested non-governmental bodies an opportunity to meet with the Department, to discuss such matters as the special problems of discrimination which might exist in certain occupational or geographic areas of employment: new and more effective methods of providing information on fair practices legislation to the public, and the assistance

of voluntary agencies in furthering the elimination of discrimination.

As all men are equal in the mind of the Creator, and equal before our laws, so must they have equality in our social, industrial and economic life. This is implicit in the Fair Employment Practices Act.

Canada is still a young country, already great in the eyes of the world, respected by all. No one can doubt that its destiny is to become even greater—to be a leader among the nations, accepted as such by peoples of all colours, races and creeds because of the example we will have set within our own community and lives.

## 2nd Annual Convention of the Quebec Federation of Labour

**Delegates defeat attempt to give Executive Committee power to call general strike but call for granting of freedom to strike to public utility workers and for unconditional financial aid to universities**

The Quebec Federation of Labour held its second annual convention at Montreal from November 14 to 16. The first convention since the merger of the Quebec Provincial Federation of Labour and the Quebec Federation of Industrial Unions last February, it brought together 521 delegates representing 254 local unions and 11 labour councils.

The convention rejected a resolution that would have given the Executive Committee power to call a general strike in the province but called for the granting of the right to strike to public utility workers.

It also called for increased assistance to universities as well as for free education at all levels.

A five-point declaration of principles, including political action, was submitted to the delegates but, because of lack of time to study it, was referred to the Executive Committee.

The Canadian Labour Congress, with which the QFL is affiliated, was represented by its President, Claude Jodoin, Executive Vice President Gordon Cushing and Secretary-Treasurer Donald MacDonald, all of whom spoke during the proceedings.

Roger Provost was unanimously re-elected President, but Treasurer Roméo Mathieu was defeated by Eucher Corbeil.

The convention opened under the joint chairmanship of Miss Huguette Plamondon, President of the Montreal Labour Council, and Louis Laberge, President of the Montreal Trades and Labour Council.

Mr. Laberge welcomed the delegates; then Miss Plamondon, who is also a Vice President of the CLC, urged them to be realistic during the proceedings, claiming that "the very survival of trade unionism is being threatened" in the province of Quebec.

"We have only to analyze Murdochville and Drummondville," she declared, "to come to the conclusion that freedom of association and the right to strike, for all practical purposes, do not exist in Quebec."

Then she added:

We agree that trade unionism, in its every-day struggle, must cope with economic problems; that is normal. It is the role of trade unionism to fight for its members. But we do not admit that, in a democratic system, fundamental freedoms such as the exercise of the freedom of association and the right to strike, even though recognized under the law, can be denied to the workers of the province.

According to Miss Plamondon, political action is "the sole and unique solution".

### Roger Provost

Roger Provost, President of the Federation, declared that the labour movement must transcend the standard limits of an exclusively economic struggle, since the political factor comes up more often in the economic development and broadening of the labour movement and the labour movement has a collective duty in the political field.

Speaking at the opening session of the convention, the President suggested it was time to arouse the political conscience not only of organized workers but also of farmers.

While calling for political education, the speaker did not go so far as to suggest electoral political action. He called only for popular demonstrations "so as to bring the general public to take definite stands".

Besides this, Mr. Provost gave the delegates to understand that the Canadian Labour Congress, the national organization, is seriously studying the problem of political action. "During the next few months,"



**Officers for 1957-58 of the Quebec Federation of Labour (CLC): (left to right) Eucher Corbeil, Treasurer; Roméo Girard, Secretary; Roger Provost, President; Pat Burke and Edouard Larose, first and second Vice Presidents, respectively.**

he said, "there will probably be a further taking up of positions on the national level, offering a framework within which our action could be guided on the provincial level."

The QFL President protested the denial of freedom of association in the province, and declared:

Freedom of association is a natural and sacred right. To deny it is to deny that the human being is a sociable being, to deny to the members of society freedom to unite to defend their rights, their opinions, their creeds. Denial of freedom on the social or economic level leads, sooner or later, to denial of political freedom, and it is the shortest road to dictatorship with all its inhuman, anti-social and, I might add, anti-Christian features.

Mr. Provost stated precisely that the labour movement will shortly have to find means "to enlighten all the people on this point, so as to create a strong enough public opinion to force those responsible to give the workers direct and unfettered freedom of association".

The President also protested against the wrong use of conciliation and arbitration boards.

After recognizing the advantage of these boards, whose purpose it is to bring the two parties to enter into an agreement and to ensure industrial peace, Mr. Provost stated:

However, when conciliation and arbitration boards simply become investigation boards or, still worse, when they become

politically governed organizations and are used to destroy trade unions by dilatory means, we must then ask ourselves if compulsory arbitration is a solution and a sign of industrial peace, or rather a dungeon where trade unions that have by chance been certified are slowly but surely put to death.

Mr. Provost maintained that conciliation should be voluntary, claiming that "real efforts" would then be made to come to an agreement.

He also declared himself against the present method of appointing conciliation board chairmen, and stated:

As long as the parties concerned are unable to select a chairman other than a political nominee, from lists drawn up by employers' and trade union associations and by university groups, men of good faith, whether they represent management or unions, will not believe in the usefulness of these boards and will even contest the validity of their existence.

In conclusion, the President warned the convention that "we must maintain our economic demands as our first aim, and avoid stepping from disastrous abstention into disorderly action which aims only to be spectacular and contains nothing positive nor conclusive".

#### **Claude Jodoin**

Claude Jodoin, President of the Canadian Labour Congress, appealed to Canadian authorities to create a labour code which would be uniform all over Canada.

### Collection for Murdochville

A collection taken up among the delegates to the convention made it possible to accredit the President of the United Steelworkers of America at Murdochville, and swelled the Murdochville relief fund.

Prevented from speaking because his union was behind with its dues, the President, Théo Gagné, was helped by his fellow-delegates, who collected \$264.08; of this sum, \$229.08 will go to the relief fund, for which it is hoped to collect \$50,000 to help the widows of two strikers who died during the strike.

It was the President himself, Roger Provost, who suggested a collection to pay off the Murdochville local's dues.

Speaking at the opening session of the convention, the CLC President stated that provincial differences, in matters of labour legislation, were such that organized labour "hardly knew where it stood".

Commenting on the successes achieved in recent years, he said that if a federal social health plan was being considered it was due to the insistent demands of Labour. He expressed the hope that the province of Quebec will see its necessity and adopt it when time arrives.

Mr. Jodoin expressed surprise at the stand taken by the Canadian Bar Association regarding union security. He said he could not understand how the members of the bar who, he added, "possess the greatest closed shop in the nation," could be opposed to the workers' wanting some sort of security.

The CLC President touched briefly on political action. He explained that the CLC has always been in favour of allowing the members to decide for themselves what candidate they wanted elected but, he added, this could change if the same members agreed to support one particular political party.

He also referred to the transfer of the registry of Canadian National Steamships eight-ship West Indies fleet to Trinidad. "Crown corporations should give the best example of fair business practices," he said.

### Resolutions

No fewer than 108 resolutions were submitted prior to the convention but only 31 were considered by the delegates, the other 77 being referred, for lack of time, to the Executive Committee.

Thus resolutions dealing with the affiliation of the Canadian and Catholic Confederation of Labour, political action, health

insurance, electoral reform, among other subjects, were not considered by the convention.

The delegates did deal with resolutions on the general work stoppage, public education, the right to strike in the public services, the provincial police, and various steps concerning the internal administration of the movement.

### General Work Stoppage

An attempt to give the Federation power to call a general strike in the province was unsuccessful. First, the resolution committee changed the tenor of the original motion; then the delegates, by a substantial majority, defeated the amended resolution.

The discussion lasted more than two hours and gave rise to some heated argument.

As submitted by Montreal Local 698 of the United Automobile Workers, the resolution asked the Executive Committee "to call a general work stoppage of all its affiliated bodies in the province of Quebec" when the labour movement is "faced with situations such as that at Murdochville". The resolution also called upon the Executive Committee "to report on those who do not answer the call".

The resolutions committee changed the tenor of this resolution by insisting, as a prior condition to the calling of a general strike, that the Executive Committee obtain "assurance in writing that at least two thirds of the affiliated local unions concur, with two thirds of the membership of all affiliated unions stating that, having approached their international or national unions, they are willing to follow the recommendation of the Executive".

So worded, even the most rabid partisans of a general work stoppage eventually conceded that the adoption of the resolution would never launch a general strike in the province of Quebec.

A half dozen delegates spoke in favour of a general work stoppage but most of them conceded that the amendment destroyed the original intention of the resolution.

Those opposed to the resolution were more numerous, and among the arguments put forward against a general work stoppage were the respect due an agreement entered into with an employer; the use of an economic measure for political purposes; the attempt to implant European tactics in North America; the difficulty of carrying out such a step successfully, and, especially, the fact that the majority of Quebec's organized workers would not be willing to resort to such a step.

## Assistance to Universities

The Federation called for unconditional financial assistance to the universities of the province.

The delegates unanimously adopted a resolution from Local 1195 of the United Steelworkers of America recommending that financial subsidies be unconditionally granted by the provincial Government and urging the universities to accept grants from the federal Government just as they do from the provincial Government.

Jean Louis Gagnon, delegate of the Association of Radio and Television Employees of Canada, took the provincial Government strongly to task on this point, accusing it of "setting up a curtain of ignorance between Quebec and the other provinces".

Stating that wages are higher in other provinces because the level of education is higher, Mr. Gagnon called for free education at all levels.

## Right to Strike

The convention also unanimously adopted a resolution calling for free exercise of the right to strike for all workers in the province, including those presently covered by the Public Utilities Act.

J. Eucher Corbeil, of the Canadian Brotherhood of Railway Employees, Montreal public transportation section, stressed that the Public Utilities Act, if it is to deny to some workers freedom to strike, should at least provide a substitute. Another CBRE member, Bertrand Proulx, stated that when they renew their contract next July, the Montreal streetcar conductors and bus drivers will not hesitate to call a strike if the terms offered by the company are not satisfactory.

Another delegate, William Dodge, wanted to warn the Federation against the tendency to generalize this restriction of the right to strike. He stated that this Act would have to be abrogated before it is extended to all the workers.

## Other Resolutions

The convention also adopted resolutions calling for a better administration of the Workmen's Compensation Act, amendments to the Unemployment Insurance Act, reduction of the cost of medicines and the processing in Canada of our natural resources.

## Declaration of Principles

The outgoing Executive Committee had prepared a declaration of principles on education, social security, labour legislation, natural resources and political education



**Théo Gagné**  
President at Murdochville

and action. Because of lack of time, only the part concerning education was adopted.

The convention declared itself in favour of compulsory education up to the age of 16 and of free education at all levels: primary, secondary, specialized and university.

The QFL also called for the establishment of a Superior Education Council, representing all social groups, which would be responsible not only for curriculums but for educational budgets as well.

The other sections of the declaration of principles not officially approved by the delegates made the following demands.

On social security, the QFL calls for the establishment of a complete social security plan to assure "the aged, the handicapped, widows and orphans a decent standard of living allowing them to recover their personal dignity".

Furthermore, the Federation calls for the immediate conclusion of an agreement between the federal and provincial Governments for the carrying out of a complete health insurance plan "to be administered by the province".

With respect to labour legislation, the declaration calls for a provincial labour code sanctioning three fundamental freedoms: freedom of association, the right of collective bargaining and the right to strike.

With regard to the development of natural resources, the Federation claims that "an important part of the management and of the profits of the firm must remain in the hands of the citizens of this province". The declaration adds "that any concession of our natural resources to private enterprise must be conditional, subject to the concern's remaining open for public ownership if the rights and interests of the citizens are endangered."

Finally, in view of the increased effect of politics on economic and social life, the declaration of principles sees in political action the "essential conditions for the survival of our movement".

The Federation therefore intends to "step up the political education of its members, study the present political structure, seek essential reforms, and, to insure their being applied, urge its members to direct political action".

### Elections

Roger Provost, Canadian Director of the United Textile Workers of America, was re-elected President by acclamation.

The two Vice Presidents, Pat Burke, Director of the mines section of the United Steelworkers of America, and Edouard Larose, of the United Brotherhood of Carpenters and Joiners, were also chosen by acclamation.

There was, however, a spirited contest for the positions of Secretary and Treasurer. Roméo Girard, Manager of Local 106 of the International Brotherhood of Teamsters and Chauffeurs, defeated Jean Louis Gagnon of the Association of Radio and Television Employees of Canada for the position of Secretary. Eucher Corbeil, President of the Canadian Brotherhood of Railway Employees and Other Transport Workers, public transportation section of Montreal, defeated the former Treasurer, Roméo Mathieu of the United Packing-house Workers.

One retiring Vice President, R. J. Lamoureux, and the outgoing Secretary, Armand Marion, did not seek re-election.

To complete the Executive Committee of the QFL, the convention also chose the following 15 directors: Roger Bédard, mines; Léo Moore, construction trades; Léopold Lavoie, wood products; J. B. Hurens, pulp and paper; William Dodge, transport; Roland Goedike, food and beverages; Gaston Ramat, services; André P'anté, municipal employees; Maurice Silcoff, clothing industry; Gérard Poirier and René Martin, durable goods; Louis Laverge, transport; Rosario Lebeau and André Courchesne, non-durable goods; and Oscar Longtin, textiles.

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## AFL-CIO 2nd Biennial Convention

**Moves against corruption, culminating in expulsion of three unions, take up 25 per cent of convention's time. Rejecting suggestion to forgo wage demands, delegates call for increases in wages, salaries**

Action against corruption in the labour movement, culminating in the expulsion of the International Brotherhood of Teamsters and two smaller unions, dominated the second biennial convention of the AFL-CIO, held December 5 to 13 in Atlantic City, N.J. An estimated 25 per cent of the convention's time was taken up in disposing of the corruption issue.

Besides expelling the three unions, the Federation decided to keep a fourth on probation, and reinstated another that had previously been suspended for corrupt practices.

The six-day convention was attended by close to a thousand delegates from 120 international unions, 34 state bodies, and a large number of local organizations.

Another leading subject of discussion was the Federation's policy on collective bargaining aims for the coming year. The convention decided to support demands for further wage increases and other benefits, in keeping with the theory that the cure for the current business downturn in the United States was the creation of greater purchasing power. It overwhelmingly rejected the policy of wage restraint advocated at the convention by one of the leaders of the Federation\*.

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\*Richard J. Gray, President of the Building and Construction Trades Department, who proposed, at the Department's convention preceding the AFL-CIO meeting, that unions abstain from making wage demands for the next 12 months.

The convention removed the time limit, previously set at December 5, 1957, after which state and city central bodies belonging to the former AFL and CIO which had not united were subject to withdrawal of their charters. Instead of this, the President of the Federation was empowered to extend the time limit indefinitely, although he was also authorized to take drastic action if he considered it necessary.

From the time of the AFL-CIO merger to the original deadline, state organizations merged in only 33 states and Puerto Rico; and the states in which unity had not been effected include the largest and most populous industrial states: New York, California, New Jersey, Pennsylvania, Ohio, Illinois and Michigan. During that time, some 170 mergers occurred at the city and county level.

### Expulsions

The expulsion of the Teamsters union was supported by a majority of about five to one, the vote being 10,458,598 in favour and 2,266,497 against. Representatives of 94 unions voted for the resolution to expel, those of 21 unions voted against it, representatives of four unions were divided on the question, while those of eight unions abstained from voting. The ouster resolution required a two-thirds majority in order to carry.

A short time before the vote on the expulsion of the Teamsters union was taken, George Meany, President of the AFL-CIO, had stated that to prevent expulsion the union had to meet only two conditions. One was that James R. Hoffa, President-elect of the union, should resign as an international officer; the other that the union should accept an overseer appointed by the Federation to supervise a purge of its organization.

Towards the close of the convention, he said:

The important thing about it is that we have demonstrated that we are reluctant to throw people out of the house of labour. We do it only when there is no other way. We do it in the full knowledge that it presents dangers to us, but with the complete conviction that in the long run Labour will be better off for what we have done here this week.

John F. English, Secretary-Treasurer of the Teamsters and AFL-CIO Vice President, defended his union and President-elect Hoffa. Hoffa has "done more for the Teamsters than any other man, including myself," said Mr. English. "The penalty urged against the union is too severe."

Although there was no doubt about the reality of the break between the AFL-CIO and the Teamsters\*, both sides seemed

anxious to avoid doing anything to widen the breach. Before the vote on the expulsion was taken Mr. Meany rejected any suggestion of a war on the Teamsters. It is reported that the Federation will refuse for the present to issue a charter to allow a union to be set up as a rival to the Teamsters.)

The Teamsters union has stated that it will "continue to co-operate and work with our sister unions as we have in the past". It has promised to refrain from raiding or seeking to destroy other unions, and to "work in harmony in the local central bodies, in state organizations and through inter-union agreements". The union's statement of policy says that mutual aid agreements with other international unions will continue to be honoured "unless we are expressly forbidden" to do so. The AFL-CIO's constitution, however, does expressly forbid such dealings with expelled unions.

By a vote of about seven to one the convention approved the expulsion of the Bakery and Confectionery Workers' International Union if by March 15, 1958, the AFL-CIO Executive Council had no ground for believing that the union would rid itself of corruption. But the slim hope behind the stay of execution evaporated almost immediately, and two days after the resolution had been passed, after various communications had been received from President James G. Cross and other leaders of the Bakery Workers, the Council put the expulsion into effect.

The vote to expel the union was 11,118,079 in favour and 1,680,695 against. Only nine of the Federation's 134 unions supported the Bakery Workers.

The decisive consideration in the expulsion of the Bakery Workers Union appeared to be the refusal of its president, James G. Cross, to resign. Mr. Cross was found guilty by the convention of malpractices which included the accepting of nearly \$100,000 from an employer in loans for buying houses in Washington and Palm Beach. After the vote had been taken the Executive Council of the AFL-CIO invited the Bakery Union's president and his board to attend a special meeting on December 10. The union's executive then refused point blank to agree to accept directives for a "clean-up", and on this President Meany announced expulsion on December 12.

\*Formal orders for the expulsion of the Teamsters and two other ousted unions from state and city central bodies were sent out by the AFL-CIO shortly after the convention ended. This belied the openly expressed belief of the Teamsters that the Federation would not make the expulsion effective by requiring its central bodies to break off their connection with them.

In contrast to the policy adopted in the case of the Teamsters, the AFL-CIO immediately issued a charter for the formation of a rival union to 250 anti-Cross delegates from more than 100 locals of the Bakery Union, representing about 55,000 members. These delegates, who had cheered each attack on Cross at the convention, attended a "loyalty" conference on the call of the "Committee to Preserve Integrity in the Bakery Workers Union". After the convention had voted for expulsion with a period of grace until March 15 these delegates had expressed their intention of staying inside the union, and trying to overthrow Mr. Cross at a special convention to be held March 3 to 5.\*

The new union will be called the American Bakery and Confectionery Workers International Union.

The third union to incur the penalty of expulsion as a result of its refusal to take certain measures of reform demanded by the AFL-CIO Executive Council was the Laundry Workers' International Union. In this case 12,680,582 votes were for expulsion, only 89,469 against. The number of unions that voted in favour of the resolution was 105, while only two voted against the measure and 22 unions did not vote.

George Meany told the convention that the union would satisfy the Federation's Council if it met three demands, *viz*: that it should hold a special convention to deal with reform; that E. C. James, former IWIU Secretary-Treasurer, should be removed from any connection with the union or its subordinate bodies, and that steps should be taken to recover money which had been converted to his own uses by James; that the present officers should resign at the convention and that new elections should be held under the supervision of a chairman appointed by the AFL-CIO President. Mr. Meany said that there would be no objection to any attempt to gain re-election by the IWIU President Ralph T. Fagan or its present Secretary-Treasurer Mildred Giannini.

The President of the Laundry Workers Union told the convention that his own executive council had rejected these demands two days before. He said that "it was not consistent with the IWIU conception of internal democracy to hold a convention other than as specified in its constitution".

The convention decided to keep the Distillery, Rectifying, Wine and Allied

\*Shortly after the AFL-CIO convention ended the expelled Bakery Workers Union suspended five of its officers—four of whom were vice presidents—for the "crime" of "dual unionism", by which was meant the setting up of a rival union.

Workers' International Union on probation and under the supervision of a monitor appointed by President Meany. This course was taken in consideration of the union's complete compliance with the reform measures laid down by the AFL-CIO Executive Council.

Mr. Meany reported that the union had not been suspended and had not taken its case to the appeals committee as the three expelled unions had done. "We now have a commitment and stipulation on the part of the officers of this union that they will call a special convention to be chaired by someone designated by the AFL-CIO," he said.

All delegates to the convention, he went on, will be elected by secret ballot and will be informed of the charges made against the union in the report of the Ethical Practices Committee.

Before the convention is held—sometime within about 90 days of the end of the AFL-CIO convention—the union's books, records and accounts, as well as its social security fund, will be audited by an independent public accounting firm selected by the monitor. If evidence of wrongdoing is found the union has promised to take suitable action. Any financial arrangement between the union or its subordinate bodies and Sol Cilento, former Secretary-Treasurer, will be investigated by an attorney to be named by the AFL-CIO, and any action he recommends will be taken.

The suspension of the United Textile Workers of America (formerly AFL) was lifted by the convention after the union had given assurances that it would comply entirely with the AFL-CIO's demands for reform.

Former UTWA President Anthony Valente and former Secretary-Treasurer Lloyd Klenert had resigned several weeks earlier after they had been found guilty by the AFL-CIO Ethical Practices Committee of irregular practices in connection with substantial sums of union money. Neither they nor Joseph Jacobs, Southern Director of the union, will be eligible for election to any office in the union or its locals.

The UTWA has agreed to call a special convention within 90 days from December 10 under the supervision of a representative of the AFL-CIO. All present officers of the union may stand for re-election. A copy of the Ethical Practices Committee's report on the UTWA will be given to every delegate to the convention, and it will be placed on the record and printed in the union's official newspaper. The convention must also adopt the AFL-CIO's ethical practices codes, delegates to the convention will be



elected by secret ballot and voting will also be by secret ballot. After the convention officers of the union will make periodic reports to the Council.

Mr. Meany said that although there would be no compulsion, the United Textile Workers would probably soon merge with the Textile Workers Union of America (formerly CIO). He expressed the view that such an amalgamation would be a boon to the industry and its employees.

### Wage Demands

Richard J. Gray, President of the AFL-CIO Building and Construction Trades Department, told the convention that there should be a cessation of demands for wage increases during 1958. He asked the 19 presidents of affiliates of the Department to join in a public declaration of policy calling on their local unions voluntarily to forgo any demands for wage increases next year. He said that new wage rises would contribute to inflation, and would result in less construction and more unemployment among building trades workers.

"Shall we continue to strive for and obtain wage increases to compensate for, and I might add, contribute to the increased cost of living and inflation?" asked Mr. Gray. "If we do will it mean more tight money, more inflation, less construction and more unemployment for our people? Or has the time come for us to reassess our basic policy? I say we have reached such a point," he declared. "To me it seems to be a question of stabilizing our wage gains and obtaining full employment through increased construction."

Mr. Gray's proposal met with a cold reception from the delegates and was opposed by President Meany, who said that all the signs pointed to a drop in inflationary forces and that it was now more important than ever to increase wages in order to help to create more buying power to support production. He added that there was no reason to think that stopping wage increases would help anyone but the employers.

Walter Reuther spoke in the same vein. "We are in trouble because big business is taking a disproportionately large share of the fruits of our developing economy," he asserted. His prescription for improving economic conditions included higher take-home pay for workers and lower "take-home profits" for corporations.

The delegates unanimously passed a resolution declaring their intention of demanding more pay, shorter hours and better welfare and security programs in 1958.

### U.S. Secretary of Labor

United States Secretary of Labor James P. Mitchell in addressing the AFL-CIO convention gave an outline of the Eisenhower program of legislation aimed at checking abuses in labour unions.

The following are the main provisions of the program:

—Public disclosure of the operations of all welfare funds, whether financed and administered by labour alone, by labour and management jointly, or by management alone.

—Compulsory reports on the handling of all union treasury funds, with provisions to allow union members to sue those who mishandle such funds.

—Election of all local officers by secret vote at least every four years, with national and regional officers also to be elected directly by secret ballot, or by delegates chosen by secret ballot.

—Public reports to be made by employers and union officials of payments made to each other.

—Appointment of a Commissioner of Labor Reports to scrutinize financial reports, with power to subpoena witnesses in gathering evidence required to prevent wrong-doing.

—Criminal prosecution for embezzlement of union funds to be brought within the jurisdiction of the federal courts. This process is now limited to local and state courts.

The foregoing would deal with abuses in the internal affairs of unions. Regarding relations between unions and employers the Presidential program proposes the following:

—Amendment of the Taft-Hartley Act so that concerted action against employers who are performing farmed-out work or work on construction project sites shall not be construed as a secondary boycott.

—Any secondary boycott instigated by a union now covered by the Act would be prohibited if it directly or indirectly coerces any employer—including employers not now covered by the Act, including railroads and municipalities—into withholding services in order to put pressure on another employer.

—Amendment of the Act to forbid picketing against an employer whose employees have signified that they do not want to be represented by the union engaged in the picketing.

Mr. Mitchell told the convention that the Administration was opposed to amendment of the Taft-Hartley Act to introduce prohibition of the union shop on a nationwide basis.

President Meany said that he was "very sceptical" about many of the proposals, but that he would withhold judgment until he saw the actual legislation. Provisions that he specially took exception to included the requirement that union officers should be elected by secret ballot at least every four years, which he said would put the government "pretty deep" into the internal affairs of unions; and the appointment of a Commissioner of Labor, which he thought would mean the setting up of a new bureaucracy and would be only a short step from what would amount to licensing legislation.

The same scepticism was expressed in a resolution unanimously adopted by the presidents of the Federation's 135 unions who make up the AFL-CIO General Board. They declared their readiness to support the requirements for reporting and regulating union and management funds, and any other measures needed to protect union members from exploitation. But they condemned proposals to amend the Taft-Hartley Act to "further restrict legitimate picketing and boycott activity".

### CLC Fraternal Delegate

Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, who was the CLC's fraternal delegate to the convention, emphasized in his address the importance of bringing the unorganized workers into the labour movement.

After referring to the successful merger of the TLC and CCL, their federations and nearly all of local labour councils, Mr. MacDonald said:

If unity is to have full meaning for the workers of our respective countries the first responsibility that devolves upon us is to organize the unorganized. We cannot afford to be complacent while millions of workers remain outside our movement. It is all too easy at conventions like this to talk of past achievements. But we have too great a responsibility to the future to concentrate over-much on the past.

Organizing the unorganized was not an easy task, the speaker admitted. But he said that it was necessary to strengthen the base and extend the influence of the labour movement. "I cannot conceive of a worse fate for our movement than to become a closed community with a fence around it," he remarked.

In Canada international unionism enjoys the allegiance of the vast majority of organized workers, and this was a situation which Canadians accepted and had no wish to disturb, Mr. MacDonald said. Nevertheless, with the development of Canada as a "middle power" in world affairs, Canadians had lately come to feel

a stronger sense of national identity than ever before. In the International Confederation of Free Trade Unions the Canadian Labour Congress was a middle power, "playing a part which we think is not without significance," the speaker said. Thus, he continued, while the ties between the CLC and the AFL-CIO must and would remain firmly knit, "our two countries must be free and equal partners within the world movement".

### Resolutions

Resolutions submitted to the convention numbered 150.

As reported above, one resolution called for the granting of substantial increases in wages and salaries and improvements in fringe benefits as a remedy for current soft spots in the economy. "The very fact of an economic slackening makes it doubly imperative that unions gain sizeable wage increases to bolster consumer buying power and thereby provide a needed stimulating force for an upturn in the economy," the resolution declared.

The convention called for reversal of the Government's tight money policy and urged that funds be made available at lower interest rates to home-owners, home-buyers and small businesses. The economy should be permitted to resume its normal growth, the resolution said.

A resolution on housing called for (1) the construction of two million houses a year, a major portion of them to be within the financial reach of low- and middle-income groups, (2) a new and expanded public housing program of 200,000 units a year, (3) liberal financial help to builders, (4) a special housing program for the elderly, and (5) elimination of discrimination in housing.

On the shorter work-week, the convention approved a resolution that the Government reduce the maximum work-week under the Fair Labor Standards and Public Contracts Acts "as rapidly as feasible" in view of the increased productivity resulting from automation, peaceful use of atomic energy and other technological advances.

On automation, the U.S. Congress was asked to begin a continuing study of the social and economic impact of automation and unions were advised to continue their efforts to obtain effective contracts and legislative programs to minimize the dangers of hardships to individuals and communities arising out of the use of new technological techniques.

The convention declared its support of any new legislation to provide for the reporting of the operations of all pension

and welfare funds, regardless of whether they are administered by unions or employers or jointly by both. The Federation will also support any legislation that would protect the individual worker from corrupt or unscrupulous union officials.

But opposition was registered to legislation whose purpose would be to regulate the internal affairs of unions or to limit picketing and proscribe secondary boycotts. State or federal "right-to-work" laws were also fiercely opposed.

On the operation of the U.S. Senate committee investigating corruption in labour-management relations, the convention pledged "full co-operation with all proper investigations" but it accused members of the committee of unfairness, playing politics, and anti-labour bias. Three of the members of that committee were singled out for special attack on account of their alleged use of the inquiry "as a public platform to serve their own anti-labour and political purposes".

This official criticism of the McClellan Committee represented a change from the Federation's previous policy of full support.

The Federation agreed to raise \$1,000,000 during the next three years as a contribution to the solidarity fund of the International Confederation of Free Trade Unions. This fund was set up to help the victims of oppression abroad. All affiliates of the Federation will be asked to contribute.

Other resolutions adopted by the convention:

—Urged revision of the federal tax structure and the plugging of loopholes in it.

—Requested a vigorous and large-scale program of federal aid to local schools.

—Noted the lack of support for the AFL-CIO political education programs and called for "greater dedication" and all-out support by affiliates.

—Asked for a redoubling of efforts to organize the unorganized.

—Demanded area redevelopment programs to relieve blighted areas, help for local industries and retraining for immobilized workers lacking skills or whose skills are not suited to local needs.

—Stressed the need for measures to restore and raise the incomes of "all who work in agriculture".

—Called for improvement in all forms of social legislation.

—Registered Labour's support for reciprocal trade between nations.

### Election of Officers

President George Meany, Secretary-Treasurer William F. Schnitzler, and 25 vice presidents were re-elected by the convention.

To fill the two vacancies in the Executive Council caused by the expulsion of the Teamsters and the Bakery Workers, the delegates elected Peter T. Schoemann, President of the Plumbers and Pipefitters, and Paul L. Phillips, President of the United Papermakers and Paperworkers. They replace John F. English of the Teamsters and Herman Winter of the Bakery Workers.

## Building and Construction Trades Department

The threatened secession from the AFL-CIO of the 19 international unions that make up the AFL-CIO Building and Construction Trades Department was averted when, at the 49th regular meeting of the Department, the unions decided to make another effort to settle their jurisdictional disputes with industrial unions.

Last June, with the help of George Meany, the two groups reached an agreement that has never been implemented. It gave jurisdiction over new building to the construction unions and control over day-to-day maintenance to the industrial unions. All other disputes were to have been decided in accordance with past practice. Since then resentment has been growing among the building unions. Some groups have favoured economic warfare. Others have called for secession from the AFL-CIO.

The unions of the Building and Construction Trades Department finally decided on a course of action much less drastic than either of these. They asked the AFL-CIO convention to guarantee the historic and traditional jurisdictions of the building trades. They also asked the Federation to "condemn any activity on the part of any affiliated industrial union which would tend to encroach and usurp, through the use of economic pressure, picket lines and collective bargaining contracts," on these jurisdictions.

They further directed the Department's negotiating committee again to meet the representatives of the Industrial Union Department. If a settlement has not been reached by next February 28 the committee is to report to a special meeting of the presidents of the 19 building trades unions. This group will make a "final decision on

the future steps to be taken by the Department with respect to this controversy".

President Meany, who was himself formerly a business agent in a New York local of the Plumbers union, placed upon the building trades unions much of the blame for their long-standing dispute with the industrial unions. He reminded them that the building crafts had operated for many years through "closed unions" which refused to open their doors to skilled workers in industrial plants until after the 1935 split. He said that renewed labour warfare would not solve the problem of dividing responsibility for work on major repairs in factories.

He pointed out that there were now many industrial workers in the old craft unions, and many craft members in the old industrial unions. He warned his hearers that the workers themselves might revolt if wholesale transfers were ordered without

their consent. He apparently attributed the failure to carry the June agreement into effect to the opposition of the building trades unions.

### Maritime Trades Department

A remark by President Meany at the opening session of the Maritime Trades Department convention was taken as a possible indication that the International Longshoremen's Association may return to the AFL-CIO fold. Mr. Meany said that the Association was a better union than when he personally ousted it in 1953 for failing to carry out his demands for reform. He qualified this, however, by adding that some of the officials who were in office when the union was expelled were still holding their jobs. This was taken to mean that certain of the union's officials may have to be removed before admission of the ILA to the AFL-CIO will be considered.

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## 8th Meeting, Apprenticeship Training Advisory Committee

**Government's long-time support of apprenticeship training recognized in resolution urging study of legislation that would let apprentices in federal undertakings make use of provincial training facilities**

That the federal Government has, over the years, given invaluable support to the provinces to promote apprenticeship training, it was recognized by educators, provincial government officials, industrialists and others attending the eighth meeting of the Apprenticeship Training Advisory Committee, held in Ottawa December 2-3. Herbert C. Nicholls, President of Milne and Nicholls Limited, Toronto, acted as chairman.

The Committee adopted a resolution urging the Government to study legislation that would enable apprentices in undertakings under federal jurisdiction to make use of provincial training facilities.

Hon. Michael Starr, Minister of Labour, and Arthur H. Brown, Deputy Minister, attended the opening session of the conference and welcomed the delegates. Arthur Maloney, Parliamentary Assistant to the Minister, was introduced to the delegates.

Mr. Starr complimented members of the Committee on their efforts in "this very important work—that of training more and more people to take appropriate posts in the life of our communities". He praised the work of the provinces and pledged his personal support for their efforts at all times.

To back his assertion that the federal Government is highly interested in the field of apprenticeship training, Mr. Brown told the delegates that more is contributed by the Government to apprenticeship training than to any other project.

Mr. Brown made particular reference to the current program to develop trade analyses and to the value of such analyses as a basis for preparation of courses of instruction and the establishment of uniform trade standards.

Current negotiations with the provinces, Mr. Brown noted, might bring agreements that would end the need for direct federal assistance to training programs operated provincially. However, he assured the delegates that federal interest in the programs would continue unabated.

A discussion to ascertain whether or not apprenticeship is the best solution to the trades training problem was prompted by A. W. Crawford, Director, Canadian Vocational Training, Department of Labour, when he asserted that the present system of training worked well in the building trades but wondered "if it is really the best solution to the needs of other manufacturing industries."

Herbert Cocker, Vice President of a London, Ont., construction firm, warned about generalizing on the subject of apprenticeship. He regretted some managers' frequent lack of interest and reluctance to co-operate in apprentice training. He wished they would give the fine co-operation extended by automobile manufacturers, as demonstrated by their generous donations of equipment for training purposes. He also mentioned the growing complexity of some trades, such as plumbing, heating and electrical, which prevent shortening of the apprenticeship period.

W. Elliott Wilson, Deputy Minister of Labour for Manitoba, observed that training given an apprentice in the electrical trade of the construction industry does not fit him for motor winding or for work in electronics, and felt, therefore, that the program in this field should be widened. He suggested that this might be a matter for consideration of trade advisory committees.

Mr. Wilson felt that the traditional apprenticeship program was being allowed to carry over into areas where it was not valid, and asked if it would not be advisable to co-operate with industry in developing programs to meet their needs. He also suggested that some co-operative plan be established whereby provincial facilities would be utilized to train apprenticeable employees of the federal Government.

J. B. Metzler, Ontario's Deputy Minister of Labour, noted that the plumbing trade has found the traditional system of training suitable for the construction industry. He suggested that an incentive to registration of trainees in the government service or under industrial apprenticeship plans might be provided through the awarding of certificates of proficiency to those who successfully complete their training.

Mr. Metzler warned that in his opinion to introduce changes which would destroy apprenticeship would destroy the trade itself. He would like to see apprenticeship continue on the basis of indenture, requiring on-the-job and classroom training.

Herbert C. Nicholls attributed the success of his construction business to apprenticeship. His "best men" had graduated from technical schools and thereafter completed apprenticeship training.

R. E. Anderson, Deputy Minister of Labour for Nova Scotia, suggested that the extent to which apprenticeship authorities might beneficially participate in industrial training should be explored.

I. J. Sparrow, Supervisor of Apprentices, Canadian General Electric Company, Peterborough, thought the Committee should

discuss education in its broader sense as a preparation for work, rather than for a particular type of occupation. He felt that the apprenticeship system has been valuable in the past but that it cannot remain static and meet changing needs. Investigation is necessary to determine what changes should be made, he suggested.

J. H. Ross, Victoria, B.C., had found that trainees who come through apprenticeship made the best tradesmen. He spoke of an existing arrangement to meet requirements in northern areas of Alberta, where it was desirable for a workman to have proficiency in more than one trade. There, a man, having qualified in the usual manner in one trade, might add qualification in a second or even a third trade by taking an additional year of training in each such trade.

At the conclusion of the discussion, the Committee unanimously approved the following resolutions:

Whereas apprenticeship has an important place in the education of young Canadians; and

Whereas the federal Government has, over the years, given invaluable support to the efforts of the provinces to promote apprenticeship by providing a forum for concerted study and organization by its excellent field service, and by its nation-wide program of promotion and publicity, all furnishing practical evidence of its deep interest in apprenticeship as one of the avenues for young Canadians; and

Whereas, largely as a result of this concerted provincial movement towards evolution and adoption of uniform standards of certified journeymanship in designated trades, the problem of local variations has lessened and will undoubtedly disappear; and

Whereas it thereupon becomes feasible for an apprenticeship to be carried on, upon an interprovincial basis, with the apprentice carrying forward his credits from one province to another and following a substantially uniform program of training; and

Whereas the participation of the federal Government in apprenticeship would greatly strengthen the recognition of apprenticeship as a type of education and the provinces would make available to federal apprentices the training facilities of the provincial program;

Therefore this Committee respectfully urges upon the federal Government the study of legislation, either by way of an Apprenticeship Act, or by amendment of the Vocational Training Co-ordination Act, or otherwise, upon a basis which could facilitate the development of a joint program under which provincial training facilities would be utilized by apprentices in undertakings which are under federal jurisdiction.

The next meeting of the Committee will be held in April.

# Successful Rehabilitation — II

Second of series of articles describing how success in rehabilitation can be achieved through the co-ordination of rehabilitation services throughout a community, by precise matching of the person to the job

*The following article is the second in a series. Written by Morton Wilson, Prairie Regional Public Relations Officer, Unemployment Insurance Commission, it was based on files in a National Employment Service office in that region.*

*The purpose of this series is to provide examples of success in rehabilitation that can be achieved through co-ordination of rehabilitation services throughout a community. These articles will illustrate that the particular demands of any job, the unique combination of skill, aptitudes and attitude required in the worker, can often be met by a disabled person, not by coincidence but because of a precise matching of the person to the job.*

There is no success story like that of a seriously handicapped person who, through rehabilitation, overcomes all obstacles in the path to self-reliance and full employment.

It wasn't until she was 50 years of age that Ruth—let us call her that—became employed and self-reliant, but she "made it", just the same. Leading up to this achievement, however, is a tale of illness and frustration, of patience and determination.

The story takes place in a prairie city, and goes back about 35 years—to the time when Ruth was stricken with neurodermatitis. She was fifteen, then, and in the eighth grade at school. The very nature of the disease, with its visible sores and discomfort, made it impossible for Ruth to continue in school. Frequently, throughout the next 26 years of her life, she was a full-time bed patient solely dependent upon her mother for care and support.

It is quite understandable, under the circumstances, that Ruth's mind should turn inward upon herself, with unpleasant results. During these trying years she became almost a complete introvert, and developed a number of companion illnesses, including migraine headaches and severe backaches. Most of these ailments, it later appeared, were largely a figment of Ruth's mind—but a most realistic and undesirable figment, to be sure. Mercifully, there were periods of relief, and during these periods she was able to help her mother with some housework. But because

all medical aid had failed to provide more than a temporary cure, she was unable to continue her education or enter regular employment.

Ruth's case was brought to the attention of the Special Placement Division of the National Employment Office by the Provincial Co-ordinator of Rehabilitation, who referred her there for employment evaluation. A pension had been refused on the grounds of insufficient disability and therefore it was believed that some steps might be taken towards her rehabilitation. The neurodermatitis had been static for about a year when Ruth first appeared at the National Employment Office for registration. No visible signs were apparent, thanks to an experimental treatment of cortisone, and there was reason to believe that the answer had been found. An interview disclosed, however, that Ruth suffered from something even deeper-seated—a marked inferiority complex. She had been away from normal living such a long time; her doctor's report favoured socialization rather than employment as the immediate need.

Upon completion of her registration, the ledger sheet of Ruth's employability went like this: on the debit side was her age, a lack of formal education and training, no work history, and her personal fears; on the credit side was a woman who looked much younger than her years, one who had done a good deal of reading during her years of illness and whose self-education had gone much beyond her schooling. Also on the credit side was a quiet and well-modulated voice and a desire to co-operate.

The first step in rehabilitation was to discover Ruth's interests, and with the aid of the Provincial Co-ordinator of Rehabilitation, she was enrolled at the occupational therapy workshop of the hospital, where she exhibited a neat, orderly thinking ability and showed a definite aptitude for working with her hands. After four months in the workshop, however, it was decided that a different form of socialization was necessary, and the Special Placement Division of the National Employment Office suggested that a period of time be spent at the Rehabilitation Centre. It was believed that association with others less fortunate than she might do something for Ruth's

morale, and this move proved so successful that after three or four months the rehabilitation authorities decided that she was ready for more advanced training.

The National Employment Office now approached Canadian Vocational Training to arrange for some kind of commercial training, the field in which she seemed most interested. It proved to be a wise choice, as Ruth not only completed her course in normal time, but with results that were more than satisfactory. Then she returned to the Special Placement Division of the NES seeking referral to employment.

Within ten days, the National Employment Office placed her as a clerk-typist, and a check with her supervisor after six months revealed that she had gained confidence, a sense of security and of self-reliance, and that she was doing a better-than-average job.

The case of Ruth now lies in the drawer marked "File Closed". But only through the efforts and co-operation of many people and a number of agencies was her great problem successfully overcome and her useful talents made available to the community.

## Industrial Fatalities in Canada during Third Quarter of 1957

Deaths from industrial accidents\* increased by 14 from the previous three-month period. Of the 326 fatalities in the quarter, largest number, 91, occurred in construction; 42 occurred in transportation

There were 326† industrial fatalities in Canada in the third quarter of 1957, according to the latest reports received by the Department of Labour. This is an increase of 14 from the previous quarter, in which 312 were recorded, including 27 in a supplementary list.

During the third quarter of 1957 there were five accidents that resulted in the deaths of three or more persons in each case. On August 11, a plane crash at Issoudun, Que., cost the lives of the captain, first officer, third officer, navigator and two stewardesses. At the time of the accident, the plane was returning from a trip to England and carried, in addition to the crew of six, 73 passengers. All on board the aircraft were killed. At Dresden, Ont., on August 14, six construction workers were killed when the walls of the 37-foot-deep trench in which they were working suddenly collapsed and buried them. On September 26, at Haley, Ont., four men died when a pot of molten magnesium exploded and sprayed them with hot metal.

Two accidents resulted in the deaths of three persons in each case. On July 3, a plane crash near Val D'Or, Que., resulted in the deaths of the pilot, flight engineer and a construction mechanic. The other accident, which involved an automobile, occurred on August 29, in Vancouver, B.C., and cost the lives of three stevedores.

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

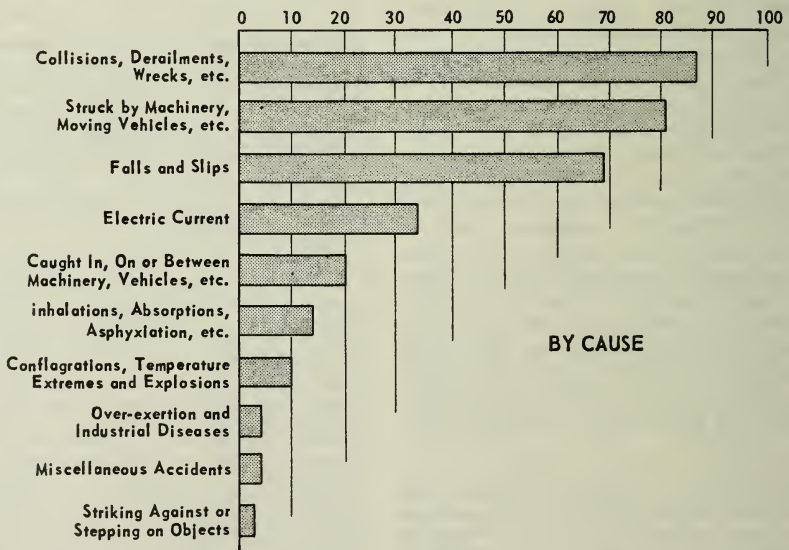
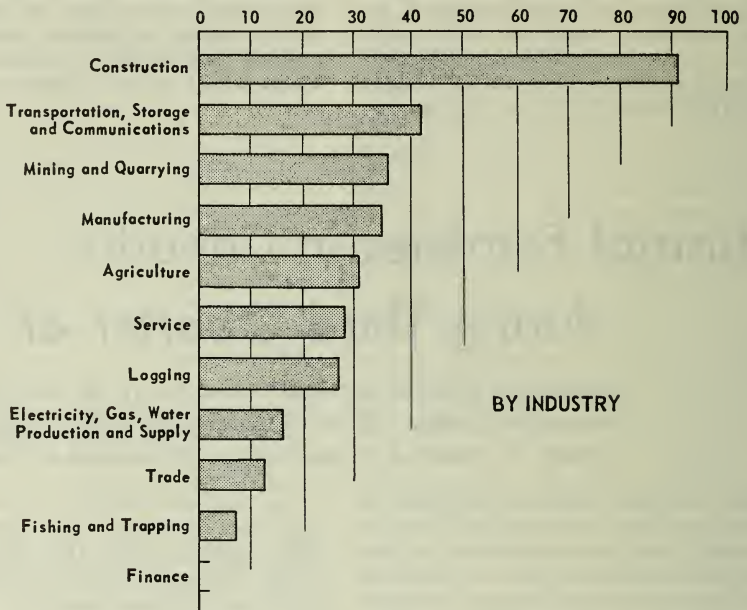
Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation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


\*See Tables H-1 and H-2, page 118.

†The number of industrial fatalities that occurred during the third quarter of 1957 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 107 fatalities for which no official reports have been received.

# INDUSTRIAL FATALITIES IN CANADA

Third Quarter of 1957



601 

Source: Economics and Research Branch, Department of Labour.



Grouped by industries (see chart p. 56), the largest number of fatalities 91, was in construction. This includes 35 in miscellaneous construction, 29 in buildings and structures and 27 in highway and bridge construction. In the same period of 1956, this industry recorded 111 fatalities: 43 in highway and bridge construction, 38 in buildings and structures and 30 in miscellaneous construction. During the second quarter of 1957, 81 construction fatalities were listed: 29 in buildings and structures, 27 in miscellaneous construction and 25 in highway and bridge construction.

During the third quarter, accidents in the transportation industry were responsible for 42 deaths, of which 13 were in local and highway transportation, 11 in water transportation, 9 in air transportation and 8 in steam railway transportation. In the same period of 1956, there were 74 deaths reported, including 27 in steam railways, 21 in water transportation and 14 in local and highway transportation. Work injuries in this industry during the second quarter of 1957 were responsible for 51 deaths, of which 18 were air water transportation, 12 in steam railways and 8 in each of the air transportation and local and highway transportation groups.

Mining accidents caused the deaths of 36 persons during the quarter under review, 23 in metalliferous mining, 12 in non-metallic mining and 1 in coal mining. In July, August and September last year 45 fatalities were reported in the industry, 30 in metalliferous mining, 9 in non-metallic mining and 6 in coal mining. During the second quarter of this year 37 fatalities were listed, 25 in metalliferous mining, 7 in coal mining and 5 in non-metallic mining.

In manufacturing there were 35 fatalities; of these 7 were in iron and steel, 6 in wood products and 5 in each of the paper products and non-ferrous metals groups. During the same period in 1956, 52 were recorded, of which 12 were in iron and

steel, 10 in wood products and 9 in non-metallic mineral products. Accidents in this industry during April, May and June 1957 cost the lives of 49 persons, including 12 in wood products, 11 in iron and steel and 5 in the transportation equipment group.

There were 31 industrial fatalities recorded in agriculture during the quarter under review, a decrease of 1 from the 32 reported during the same period last year. During the second quarter of 1957 accidents in agriculture resulted in the deaths of 26 persons.

In the service industry there were 28 accidental deaths, compared with 14 in the same period in 1956 and 11 in April, May and June 1957.

Accidents in the logging industry resulted in the deaths of 27 persons during the third quarter of 1957, a decrease of 22 from the 49 recorded during the same period of 1956. In 1957's second quarter, 38 lives were lost in this industry.

An analysis of the causes of these 326 fatalities (see chart p. 56) shows that 87 (27 per cent) of the victims had been involved in "collisions, derailments, wrecks, etc." Within this group the largest numbers of deaths were caused by automobiles and trucks (35), tractors, loadmobiles, etc., (23), and aircraft (12). In the classification "struck by tools, machinery, moving vehicles or other objects", 81 (25 per cent) deaths were recorded; of these 48 were in the category "other objects", 20 involved "moving vehicles" and 13 were a result of accidents involving "tools, machinery, etc." "Falls and slips" were responsible for 69 fatalities during the period, all of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 102. In Quebec there were 76 and in British Columbia 54.

During the quarter under review there were 122 fatalities in July, 111 in August and 93 in September.

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## ARTEC Postpones Decision on Merger with NABET

The Association of Radio and Television Employees of Canada has approved the principle of merger with the National Association of Broadcast Employees and Technicians but, at its recent convention, referred the merger terms back to the executive for further study and more discussions with NABET.

ARTEC represents some 2,000 office and program workers in the Canadian Broadcasting Corporation and has been affiliated with NABET for more than two years. NABET represents 1,500 CBC technicians as well as employees of a number of private radio and television stations in Canada.

# Health Services and Rehabilitation

Contributions of in-plant health service in rehabilitation of disabled industrial worker are of tremendous importance. Describe relationship of 9 normal functions of industrial health service to rehabilitation

"The contributions of the in-plant service in the rehabilitation of the industrial worker are of tremendous importance to successful rehabilitation," declares an article on the role of the industrial health service in rehabilitation published in the November 1957 issue of *Occupational Health Bulletin*, a publication of the Department of National Health and Welfare.

The article lists the nine normal functions of an efficient industrial health service and then describes the relationship of each function to rehabilitation.

1. First aid and emergency care, the first function of an industrial health service, is very important in rehabilitation because the later progress of the condition will depend largely on the efficiency of the initial emergency care. Medical and nursing supervision will ensure that correct procedures are followed and the total period of rehabilitation will be shortened proportionately. At this time, too, the doctor or nurse can do much to allay the fears associated with the injury by reassuring the patient, which will have a profound effect on his mental attitude during subsequent stages of rehabilitation.

2. Preplacement examinations give the doctor an opportunity to assess the potential of the handicapped prospective employee, and a chance to suggest how his services can be utilized to the best advantage in industry. Periodic examinations provide an opportunity to appraise the disabled workers' progress, and to evaluate his physical and mental status.

3. Return-to-work examinations should be regarded as a continuation of the rehabilitation process. The industrial physician who is familiar with the individual and with the processes and working conditions throughout the plant will be able to state what the employees can and cannot do and through liaison with the personnel department and supervisors will endeavour to ensure placement in work which is commensurate with the individual's aptitude, interest, and physical ability.

4. Follow-up examinations of the new employee may reveal that his capacity for work is not satisfactory for the job or that he is not satisfied with his placement. The

doctor can then arrange for a change based on sound analysis and evaluation. A transfer to a less arduous job may make the difference between good or poor rehabilitation of the disabled.

5. Inspection of workrooms and general working conditions are important, as the doctor gets an opportunity to observe the handicapped employee at work, and thus get a first-hand impression of how he is adapting himself to a given situation.

6. Counselling—any verbal contact with the employee is looked upon as an opportunity for counselling for promoting health education. The doctor and nurse are qualified to recognize the need for referral of employees to vocational counsellors, psychologists, sociologists, and other specialists when they find outside assistance is needed.

7. Visits to disabled employees in their homes gives insight of the family situation and the broader social status of the family unit, and an opportunity to extend health education to the home and correct misconceptions or practices that are detrimental to the best rehabilitation effort.

8. Referral to outside agencies—because of the need for liaison with community agencies, the industrial health service is well aware of all existing facilities and can make proper referral of accident or illness cases without delay.

9. The health service normally maintains records of every employee who has had occasion to visit the health centre. For the handicapped employee, these records will reveal what progress is being made, and will help assess how he is adapting to his job. Also, any change in mental attitude or physical condition will be apparent.

\* \* \*

Addressing a group of more than 250 medical men, personnel directors and industrial leaders, Bernard Baruch urged that physically disabled persons be fully utilized in industry because "people are America's most valuable asset".

He has always been interested in problems of disabled persons, he said. Among his friends are "many persons who have made great contributions in building a better world despite severe disabilities".

# Women's Work in Newfoundland

Situation in Newfoundland not unlike that in other provinces, Director finds. In 1951, only 16 per cent of Newfoundland women employed (24 per cent in rest of Canada) but proportion thought to be higher now

The women's work situation in Newfoundland is not unlike that in other provinces, it was reported by Miss Marion V. Royce, Director of the Women's Bureau, on her return from a visit to that province to become acquainted with the nature of women's employment there and their opportunities for education and training.

In 1951 only 16 per cent of women were employed in Newfoundland, compared with 24 per cent in the rest of Canada, but it is believed that the proportion has since risen considerably.

A number of industries introduced in the past five years have increased employment opportunities for women rather than for men. These include small textile factories, a leather manufacturing establishment and a chocolate factory. Among the older industries, fish packing and freezing employ considerable numbers of women.

Probably the most striking development in Newfoundland in the eight years since its entry into Confederation has been the development in health and welfare services. These offer a fruitful field of women's employment and, together with the schools, claim considerable numbers of the women who have completed high school. There is still a serious shortage of personnel.

Eleven of the 80 welfare officers employed in the province's 52 districts are women.

Three hospitals in St. John's have schools of nursing; two of them follow the plan initiated by Western General Hospital in Toronto: two years of training followed by a year's internship. One of the hospitals also trains nursing assistants, offering a 10-month course, including three months of classroom work and a month of obstetrical work in cottage hospitals.

All told, 390 nurses and 132 nursing assistants were in training at the three hospitals. More nurses were training at the mental hospital in St. John's.

\* \* \*

An official registrar and placement for dietitians in the province of Quebec, believed the first in Canada, has been established at Montreal, the Quebec Dietetic Association has announced.

The registrar, Mrs. W. F. Katharine Gray, and the bureau will serve professional dietitians, who will be registered at the bureau as to name, qualifications and experience. A list of available positions across Canada will also be kept.

The bureau is expected to be equally valuable to employers and employees. Mrs. Gray is a graduate of Macdonald College, McGill University, with experience at a hospital, an insurance firm and a department store.

\* \* \*

Married men were as likely to hold multiple jobs if their wives were working as if they were not, it was disclosed by a recent survey conducted by the United States Bureau of the Census.

The survey, conducted during the week ending July 13, 1957, showed that 3,500,000 persons, or one out of 20 employed persons, held down more than one job, and that some 100,000 of them held down three or more jobs.

Survey findings failed to support the hypothesis that multiple jobholding may be a substitute for labour participation of married women as a means of boosting family income. The hypothesis still seems to have some validity among younger couples, however.

Where wives under 35 years of age were not in the labour force, which often meant that they had young children to care for, there was a greater tendency for the husband to have more than one job. Among the middle-aged and older couples, on the other hand, the rate of multiple jobholding among husbands was actually greater if the wife was working than if she was not.

The Women's Bureau was established to help bring about a better understanding of the problems of women workers and their jobs and to promote good labour standards in all fields of women's employment. It studies the particular problems of women workers and publishes the results of such studies, and makes available information regarding occupational opportunities for girls and women.

## 50 Years Ago This Month

Seasonal unemployment held responsible for wage cuts for lumbermen, railway construction workers, unskilled labourers and farm help. Some skilled tradesmen, too, took pay decrease but others gained increases

Owing to seasonal unemployment, there was a downward tendency in labourers' wages towards the end of 1907, according to the *LABOUR GAZETTE* of January 1908. This was most marked among lumbermen, railway construction employees and unskilled labourers.

In western Canada it was estimated that 10,000 workers of these types, boarded by their employers, had had their wages reduced by \$10 a month compared with the same period of the previous year. There was a similar tendency in other parts of Canada, especially in British Columbia and in the larger industrial centres. Wages of farm labourers also declined in western Canada, the going daily wage during the closing weeks of 1907 being \$2 compared with \$2.25 in 1906.

Carpenters in Ottawa had their wages reduced from 30 to 25 cents an hour. Machinery blacksmiths, machinists, and drill and shaper hands in Brantford had their wages reduced 10 per cent. Piano and organ workers in Guelph suffered a reduction of 5 per cent, and at Fredericton canoe makers got \$1 a week less, while furniture workers at Berlin, Ont., took a 10-per-cent reduction in pay.

On the other hand, an increase of 15 per cent was reported in the wages of tailors in Kingston; and larrigan makers (leather workers) at Fredericton had their wages increased 10 per cent. About 1,000 longshoremen at Saint John received an increase which brought their wages to 32½ from 30 cents an hour. Increases were also reported for certain railway employees, and for fire department employees in London, Ont.

At a joint meeting of the Order of Railroad Conductors, the Brotherhood of Railroad Trainmen, the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, and the Order of Railroad Telegraphers, held in Medicine Hat in December 1907, a resolution was passed which protested against the provisions of the Railway Act of 1906 under which railwaymen found guilty of certain offences in connection with the operation of trains were liable to fine or imprisonment, or both.

The resolution, copies of which were sent to the Prime Minister, Sir Wilfrid Laurier, to the Minister of Railways and Canals, and the Leader of the Opposition, Hon. R. L. Borden, said that such offences might "simply be a lapse of memory or an error of judgment, made honestly".

The resolution contended that "such a law is degrading to members of our occupation, lowering the intelligence and respectability of the position of men engaged in such service, bringing humiliation and disgrace unjustly on them, their homes, and the members of their families... when they are not criminals, and should not be so classed."

That this law was by no means a dead letter is shown by the number of cases of prosecution of railwaymen for such offences that were reported in the *LABOUR GAZETTE*. In the same issue which reported the resolution mentioned above no less than seven cases of the kind were noted. In all of the cases except two the men were acquitted. Three cases concerned locomotive engineers, one a street railway motorman, and one a brakeman.

The other two men charged were both watchmen at the same level crossing in Montreal. One of the men was found guilty of being drunk in his cabin and neglecting his duties. According to the evidence he had been completely incapacitated. He was sentenced to two months in jail and a fine of \$50; or, if the fine was not paid, three months in jail.

On the same day that this man was tried his successor at the crossing was also found dead drunk on the floor of his cabin. The crossing gates had been left open while a train was passing. The watchman was sentenced to a fine of \$25 and one month in jail, or two months in jail if the fine was not paid.

Although final returns for the year 1907 were not available, the *LABOUR GAZETTE* of January 1908 reported that it was estimated that the total number of immigrants arriving would fall "but little short" of 300 000, which was an increase of about 31 per cent compared with 1906. Arrivals at ocean ports increased by 45 per cent during the year.

# INTERNATIONAL LABOUR ORGANIZATION

## Tripartite Technical Meeting on Mines other than Coal Mines

**Adopts resolutions and memoranda on accident prevention, machinery for wage fixing and wage protection, industrial relations, employment of young persons underground. Canada among 25 nations represented**

Accident prevention, machinery for wage fixing and wage protection, industrial relations, and the employment of young persons underground were subjects dealt with in several resolutions and memoranda adopted at the tripartite technical meeting on mines other than coal mines convened by the International Labour Organization.

At the meeting from November 25 to December 6 in Geneva, 193 participants included delegates and their advisers representing the workers, employers and governments of 25 countries, tripartite observer delegations from Luxembourg and Nigeria, and observers from the High Authority of the European Coal and Steel Community and several employers' and workers' organizations.

The ILO Governing Body was represented by a tripartite delegation, including the meeting's chairman, Raul Migone, representative of the Argentine Government. Vice Presidents were Gullmar Bergenstrom, Swedish employer, and K. Mehta, Indian worker.

The resolution on accident prevention in mines other than coal mines emphasized that the safety of the workers should be placed before the interests of production. It noted the respective roles and responsibilities of management, foremen and workers in promoting safety. Measures to prevent accidents should cover mining methods, materials used, and working conditions, as well as safety equipment and appliances, the resolution said. A number of measures for encouraging the creation of a psychological atmosphere favourable to accident prevention were suggested.

Measures should be taken, the resolution continued, to assure speedy and competent first aid. Methods of remuneration, work

standards and hours of work should be fixed in such a manner as not to endanger safety.

It stated that the ILO could contribute to international co-operation in the prevention of accidents by collecting and publishing regulations in force concerning safety and health with a view to developing model codes.

On wage fixing and wage protection, the meeting adopted a resolution recommending a number of measures based on the standards already established by the ILO. The following points were covered: wage-fixing machinery, factors to be taken into account in determining wage rates, supplementary payments, and protection of wages.

A memorandum on industrial relations, based on the principles and provisions previously worked out by the ILO, dealt with freedom of association and organization, the measures to be taken by employers and workers, collective bargaining, conciliation and arbitration, the settlement of grievances and complaints, labour-management consultation and co-operation, and the special steps to be taken in new mining developments and operations in territories little advanced economically and industrially.

Another resolution approved by the meeting suggested that the Governing Body should consider putting on the agenda of one of the next sessions of the ILO Conference the question of the regulation of the employment of young persons in underground work of all kinds. Points to be considered would be the adoption of an international instrument concerning minimum age of admission to underground work, and the regulation of employment of young persons underground.

Other resolutions adopted by the meeting were one dealing with hours of work, and another making suggestions as to the future work of the ILO on the social problems arising in mines other than coal mines.

The Canadian Government Delegate, John Mainwaring, told the meeting that although unions had not established a permanent place in the Canadian hard rock metal mining industry until the mid-1930's, today about three-quarters of the wage earners in mines other than coal were covered by collective agreements. The role of collective bargaining in establishing wages and working conditions of miners had thus greatly increased in importance in recent years.

Miners in these industries, he said, were comparatively well paid, the average hourly earnings in August 1957 being \$1.95 in metal mining and \$1.64 in non-metal mining, compared with an average of \$1.60 in

manufacturing. Real wages in metal mining appeared to have risen by about 30 per cent in the last eight years, Mr. Mainwaring said.

The Canadian delegation to the tripartite meeting consisted of the following:—

*Government Delegates*—John Mainwaring, Chief, Labour-Management Research Division, Economics and Research Branch, Department of Labour, Ottawa; and J. S. Gunn, Industrial Relations Officer, Department of Labour, Winnipeg.

*Worker Delegates*—Pat Burke, United Steelworkers of America, Noranda, Que.; and Henry Schellenberg, Secretary, Flin Flon Base Metal Workers Federal Union No. 172.

*Employer Delegates*—C. S. Gibson, Director of Safety, Mines Accident Prevention Association of Ontario, Timmins, Ont.; and Alex Harris, Consultant, Rio Tinto Mining Company of Canada Limited, Toronto.

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## Experts Examine Protection of Workers against Radiation

The imperative need for adequate education of workers in radiation protection was stressed by a group of experts that met November 25 to December 11 at headquarters of the International Labour Organization.

At present, confusion was often created and maintained by sensational and at the same time contradictory news items published in the popular press, the experts pointed out.

It was important to make the personnel concerned realize that while ionizing radiations might present certain risks, the risks only appeared if irradiation appreciably exceeded the maximum permissible doses, and should not be exaggerated to the point of obscuring the undeniable benefits that humanity derived from the application of these radiations. On this point mention was made of the need to stimulate the interest of trade unions, which had an important part to play here, and a few of which had already done something.

A large part of the work done by the experts was the revision of the chapter on dangerous radiations of the *Model Code of Safety Regulations for Industrial Establishments for the Guidance of Governments and Industries*, issued by the ILO in 1949.

In revising the Model Code the meeting extended its scope considerably, particularly in respect of the use of unsealed radioactive materials. When the previous Model Code was originally published, such

activities were mainly confined to luminizing, but in recent years, as a result of the operation of nuclear reactors, an increasing number of unsealed radioactive substances have become available for industrial use. The use of these is already considerable and it is anticipated that it will continue to expand.

However, the meeting deliberately restricted the scope of its discussions and gave no consideration to the hazards of the mining of radioactive ores, the work of chemical and metallurgical plants for the refining of such ores, the very specialized plants for treating nuclear fuel after irradiation, nuclear reactors or the use of specialized high energy particle accelerators. This decision to restrict the scope of the meeting was taken because of the extremely specialized nature of these operations and the fact that in any case it would have been impossible in the time available to include them. The experts considered, however, that the ILO should give consideration to these further aspects of the subject and a provisional short order of priorities has been suggested.

Of all the operations at present undertaken with unsealed radioactive materials, luminizing is regarded as by far the most hazardous. The existing conditions compare very unfavourably with those where materials of similar toxicity are used in the atomic energy industry, and consequently the revised Model Code incorporates much

more stringent requirements than hitherto. Essentially, these require the use of glove boxes for all operations with the compound in the form of dry powder, and whenever practicable at all stages of the work.

Recent years have seen a spectacular increase in the use of radioactive materials for static electricity elimination, thickness gauges, level gauges and similar purposes. The meeting discussed these applications and has introduced a section into the Model Code dealing with them. For such devices, which in general are merely ancillary to manufacturing processes, it is recommended that wherever practicable, the installation should be such that the levels of irradiation of all personnel are so slow that no questions of medical examination or personal monitoring arise. It is important, however, to ensure that such devices are clearly marked, so that no unsuspecting person, such as a maintenance engineer, will receive excessive irradiation.

Attention has also been given to electronic apparatus which might give rise to X-rays inadvertently during use. Such apparatus includes electron microscopies, cathode ray tubes, and high-voltage electronic rectifiers. It is recommended that whenever possible such equipment shall be so installed and operated as to ensure conditions which avoid the necessity for radiation control of the personnel concerned. If such conditions cannot be achieved, then all the provisions required for conventional sources of X-rays will be necessary.

The text of the Model Code was adopted unanimously by the experts.

The radiation provisions of the Model Code, like all the other provisions in the Model Code, are designed as an aid to governments and industry when drafting or revising their own regulations, and have no binding force and impose no obligations on anyone.

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## Meeting of Experts on Workers' Education

"The spread of industrialization, the widening role and responsibilities of the workers, the growth of their trade unions, the impact of technological change and other social and economic developments have created real needs for knowledge."

Thus it has become especially important and urgent to be concerned with "suitable educational programs designed to help workers to develop their capacities and discharge their social and economic responsibilities to become enlightened members of their trade unions, better citizens and conscientious members of the world community".

This is the advice expressed by 18 experts on workers' education who met December 9 to 14 at the headquarters of the International Labour Organization in Geneva. Their task was to examine ILO activities in the field of workers' education and to make recommendations for its future program.

The experts' conclusions, which were adopted unanimously, are divided into two parts. The first sets forth the general considerations on which are based the recommendations for future action; the second, the recommendations themselves.

"Workers' education cannot but benefit society as a whole, by facilitating the growth of a healthy climate of good industrial relations, which is essential for the mutual understanding of the rights and responsibilities of the parties concerned," the experts declared.

Workers' education programs cannot be identical in all parts of the world. They inevitably vary under the influence of factors such as: the political and economic structure of the country, the stage of social and economic development of the country, national conditions and culture, living and working conditions, the strength of the trade unions, the level of literacy, etc.

"Despite the necessary diversity, workers' education programs will have common elements. They must be based on the everyday realities of the worker's world, his work environment and the relations between employers and trade unions. They should take into consideration both the aspirations of the labour movement and the actual capacity of the workers..."

"In all cases, the programs should be adapted with flexibility and realism to prevailing conditions. The surest guarantee that such programs will satisfy these fundamental conditions lies in their being organized and controlled by the interested workers' organizations and, in any event, in close collaboration with them..."

"Trade union workers' education programs should involve simultaneously two tasks: the training of trade union leaders from the rank and file capable of undertaking rapidly the normal and efficient functioning of the movement, and the promotion of educational activities for all trade union members."



A recent review by the Labour-Management Co-operation Service of an earlier study of joint consultation at the E.B. Eddy Company in Hull, Que., indicates that management and unions at Eddy's have developed an excellent system of consultation suitable to their particular needs. Not only have they evolved a system of formal committees, but joint consultation has actually been carried into effect in many aspects of union-management relations. This enlightened approach to labour-management relations has benefited both the company and the unions. The key to the success of the program would seem to be a willingness to make adaptations to meet new situations as they develop.

In such a large concern (more than 2,000 employees spread over three plant locations) a system of several committees is needed. At Eddy's these are based on the plant organization and are set up departmentally. At the very top of the organization is the Plant Employee-Management Committee which deals with over-all plant problems. On the second level are the 20 departmental committees of the various production and service departments.

The Plant Committee has little direct contact with individual department committees, which are more or less autonomous. The Plant Committee deals with problems that are plant-wide in nature or affect more than one department. Senior management and operating personnel are members of this committee, and include the Vice-President of Industrial and Public Relations, the Production Manager, the Chief Plant Engineer, the Assistant Manager of Industrial Relations, the Superintendent of Employee Relations, and the Superintendent of Employee Education. The present management representation on this committee represents a considerable increase during recent years and is an indication of the importance management places on the operations of the committee.

There are 25 labour representatives on the committee representing the six local unions in the company's operations.

In addition to the regular committee members, two representatives, in turn, from different departmental committees attend each monthly meeting as guests and observers. The chairman of one departmental committee (i.e., the Departmental Superintendent) and one of his foremen attend meetings in rotation. This is helpful in giving those participating in departmental committees first-hand knowledge of how the Plant Committee operates.

The basic agenda for the Plant Committee is planned for a year in advance. In addition to the basic items adequate provision is made in the agenda to handle all current business. To help keep interest at a high level, some special presentation is planned for every second month.

Looking back over the past four years of operation, the Vice-President in charge of Industrial and Public Relations, R. H. Hedger, a key figure in the joint consultation program for some time, said:

The high level of mutual satisfaction with the over-all results of our Employee-Management Committee system has certainly been maintained throughout this period. In fact, in some instances marked improvements have been achieved. As an example of this the expansion of our Plant Committee to include the production manager and the chief plant engineer has greatly facilitated the two-way communication of important production, construction, and maintenance data with representatives of employees who are directly concerned with these responsibilities.

Mr. Cy Drope, Chairman of the Co-ordinating Committee, representing the six union presidents at the company, said, "Our relations have improved in the last four years because of better communication and management's open-door policy. Recently the President of the company has asked to attend the informal social get-togethers of the committee. We feel that these gestures are further examples of the fact that company management recognizes the employees as members of the team."

Both labour and management at the E. B. Eddy Company deserve credit for their progressive attitude towards industrial and human relations, and as long as it prevails the continued success of this relationship seems assured.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board issued five certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification. The Board also issued two revised certificates following requests for review of earlier decisions. During the month the Board received 15 applications for certification and allowed the withdrawal of one application for certification.

### Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of warehouse employees employed by the Canadian Stevedoring Company Limited at National Harbours Board docks in Vancouver (L.G., Nov. 1957, p. 1318).

2. Line Drivers, Warehousemen, Pickup Men and Dockmen's Union, Local No. 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and garage and warehouse employees of Northern Freightways Limited, operating in and out of Dawson Creek, Fort St. John and Fort Nelson, B.C., Peace River and Edmonton, Alta., and Whitehorse, Y.T. (L.G., Nov. 1957, p. 1318).

3. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of dispatched longshoremen employed by the Canadian Stevedoring Company Limited in the loading and unloading of coastwise vessels in the Vancouver area (L.G., Nov. 1957, p. 1318).

4. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of highway drivers, pickup drivers, city tractor drivers, and loaders employed by John Kron and Son Limited at its Winnipeg terminal (L.G., Nov. 1957, p. 1319).

5. International Union of Operating Engineers, Local 796, on behalf of a unit of

stationary engineers and their helpers employed by Milliken Lake Uranium Mines Limited at its Elliot Lake, Ont., property (L.G., Dec. 1957, p. 1462).

### Representation Vote Ordered

International Union of Mine, Mill and Smelter Workers, applicant and intervener, United Steelworkers of America, applicant and intervener, and Stanrock Uranium Mines Limited, Blind River, Ont., respondent. The Board directed that the names of both applicants be on the ballot (L.G., Dec. 1957, p. 1462) (Returning Officer: A. B. Whitfield).

### Applications for Certification Rejected

1. International Longshoremen's and Warehousemen's Union, Local 512, applicant, and Empire Stevedoring Company Limited, respondent (Dock machine operators, Canadian Pacific Steamship docks, Vancouver). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote ordered by the Board (L.G., Dec. 1957, p. 1461).

2. International Association of Machinists, Beaver Lodge No. 182, applicant, Canadian Pacific Railway Company, respondent, and the Brotherhood of Maintenance of Way Employees, intervener (Equipment shop employees, Vancouver). The application was rejected for the reason that the unit of employees for which application for certification was made was not separately appropriate for collective bargaining, being only part of a much larger unit of employees who are engaged in the same general class of work and who are for the most part already represented

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

by the intervener in collective bargaining with the employer (L.G., Nov. 1957, p. 1318).

### Requests for Review of Decisions

International Association of Machinists, applicant, Trans-Canada Air Lines, respondent, and the Trans-Canada Air Lines Division, Commercial Telegraphers' Union, intervener. The new classifications of station agent 1 and station agent 2, recently introduced by the company, were deemed to form an appropriate part of the bargaining unit designated in the certificate issued to the applicant by the Wartime Labour Relations Board (National) on August 27, 1948, and the Board issued a new certificate accordingly. In its intervention the Trans-Canada Air Lines Division, Commercial Telegraphers' Union requested a review

and revision of the certificate issued to it by the Wartime Labour Relations Board (National) on October 29, 1946 to include station agent 1 and station agent 2. The Board denied the request and also revoked the description of the unit for which the Commercial Telegraphers' Union was certified on October 29, 1946, issuing a new certificate to comprise employees of Trans-Canada Air Lines classified as telecommunications agent and teletype operator (L.G., Dec. 1957, p. 1463).

### Applications for Certification Received

1. Canadian Air Line Dispatchers' Association, on behalf of a unit of air line dispatchers employed by the K.L.M. Royal Dutch Airlines at Montreal Airport, Dorval, Que. (Investigating Officer: C. E. Poirier).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The Territories of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

2. General Teamsters' Union, Local 885, on behalf of a unit of employees of Hill the Mover (Canada) Limited, operating in and out of its Victoria, B.C., terminal (Investigating Officer: D. S. Tysoe).

3. International Longshoremen's Association (independent), Local 1843, on behalf of a unit of longshoremen employed by the National Harbours Board, Halifax (Investigating Officer: D. T. Cochrane).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of transportation agents employed by Northwest Airlines, Inc., at Winnipeg and Edmonton (Investigating Officer: G. A. Lane).

5. The Order of Railroad Telegraphers, System Division No. 7, on behalf of a unit of commercial telegraphers employed by the Northern Alberta Railways Company (Investigating Officer: D. S. Tysoe).

6. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of coastwise longshoremen employed by Three Rivers Shipping Company Limited at Trois Rivières and Cap de la Madeleine, Que. (Investigating Officer: Remi Duquette).

7. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of coastwise longshoremen employed by J. C. Malone and Co. Limited at Trois Rivières and Cap de la Madeleine, Que. (Investigating Officer: Remi Duquette).

8. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of deepsea longshoremen employed by Three Rivers Shipping Company Limited at Trois Rivières and Cap de la Madeleine, Que. (Investigating Officer: Remi Duquette).

9. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of deepsea longshoremen employed by J. C. Malone and Co. Limited at Trois Rivières and Cap de la Madeleine, Que. (Investigating Officer: Remi Duquette).

10. Canadian Brotherhood of Railway Employees and Other Transport Workers,

on behalf of a unit of marine, electrical and sanitary engineers employed by Canadian National Railways aboard the MV *Bluenose* in the Yarmouth-Bar Harbour ferry service (Investigating Officer: C. E. Poirier).

11. International Union, United Automobile, Aircraft and Agricultural Implementation Workers of America on behalf of a unit of ground service personnel employed by K.L.M. Royal Dutch Airlines at Montreal Airport, Dorval, Que. (Investigating Officer: C. E. Poirier).

12. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers employed by Stanleigh Uranium Mining Corporation Limited at its property in Township 149, District of Algoma, Ont. (Investigating Officer: A. B. Whitfield).

13. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Asbestos Transport Limited, Scarboro, Ont. (Investigating Officer: T. B. McRae).

14. United Steelworkers of America, on behalf of a unit of employees of Stanleigh Uranium Mining Corporation Limited employed at its property in Township 149, District of Algoma, Ont. (Investigating Officer: A. B. Whitfield).

15. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of marine engineers employed by the Canadian National Railways aboard the MV *Abegweit* and SS *Prince Edward Island* in the Cape Tormentine-Port Borden ferry service (Investigating Officer: H. R. Pettigrove).

#### Application for Certification Withdrawn

General Drivers, Warehousemen and Helpers, Local 979 International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Soo-Security Freight Lines Ltd., Regina, Sask., respondent (L.G. May 1957, p. 572).

A preference for layoffs or temporary plant shutdowns rather than a shortening of the work-week was recently shown by the United Automobile Workers at the Caterpillar Tractor plant in Peoria, Ill.

When the company announced that it was putting into effect a four-day schedule in its plants in Peoria and Joliet, Ill., the union objected, pointing out that all of the 21,000 employees in the Peoria plant would be affected by the four-day week, while only 4,200 would be affected if the work force were reduced by 20 per cent.

A spokesman for the union said that the union's opposition to the "spread-the-work" arrangement was consistent with its long-standing policy of opposition to "share-the-misery" programs, which preceded the establishment of supplementary unemployment benefits in 1955.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: G. R. Currie).

2. Northern Transportation Company Limited, Edmonton, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe).

3. Yellowknife Transportation Company Limited, Edmonton, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe).

4. Quebec North Shore and Labrador Railway Company and Lodge 767, International Association of Machinists; Local 96, Brotherhood of Maintenance of Way Employees; and Lodge 217, Brotherhood of Railroad Signalmen of America (Conciliation Officer: R. Trépanier).

5. National Harbours Board, Port Colborne, Ont., and Local 1005, Port Colborne Elevator Workers of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough).

6. The Packers Steamship Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

7. Northspan Uranium Mines Limited, and Local 1554 of the Canadian Labour Congress (Conciliation Officer: F. J. Ainsborough).

8. Shipping Federation of Canada and Local 269, International Longshoremen's Association, Halifax (Conciliation Officer: D. T. Cochrane).

## Settlements by Conciliation Officers

1. Northspan Uranium Mines Limited, Algom Uranium Mines Limited and Pronto Uranium Mines Limited and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1957, p. 1320).

2. Canadian Pacific Air Lines Limited, Vancouver, and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: G. R. Currie) (L.G., Nov. 1957, p. 1320).

3. Canadian Broadcasting Corporation and Building Service Employees' International Union (Conciliation Officer: G. R. Currie) (L.G., Sept. 1957, p. 1075).

4. Cape Breton Broadcasters Limited, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane) (L.G., Oct. 1957, p. 1208).

## Conciliation Boards Appointed

1. F. M. Yorke & Son Limited, Vancouver, and Local 509, International Longshoremen's and Warehousemen's Union (L.G., Nov. 1957, p. 1320).

2. Eastern Canada Stevedoring Company Limited, Cullen Stevedoring Company Limited, Caledon Terminal Limited, and Terminal Warehouses Limited and Local 1842, International Longshoremen's Association (L.G., Oct. 1957, p. 1208).

3. Westward Shipping Limited (MV *Brit-american*) and Seafarers' International Union of North America, Canadian District (L.G., Nov. 1957, p. 1320).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and National Association of Marine Engineers of Canada (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*), and Canadian Merchant Service Guild, Inc., (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins,

both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in October to deal with a dispute between Westward Shipping Limited (MV *Britamerican*) and Canadian Merchant Service Guild, Inc. (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in October to deal with a dispute between Westward Shipping Limited (MV *Britamerican*) and National Association of Marine Engineers of Canada (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

5. The Board of Conciliation and Investigation established in October to deal with a dispute between Shell Canadian Tankers Limited (MV *Western Shell*) and National Association of Marine Engineers of Canada and Canadian Merchant Service Guild, Inc. (L.G., Dec. 1957, p. 1464), was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the company and unions respectively.

6. The Board of Conciliation and Investigation established in October to deal with a dispute between Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian National Railways (Pacific Coast Service) and

National Association of Marine Engineers of Canada, and Canadian Merchant Service Guild, Inc. (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the companies and unions respectively.

7. The Board of Conciliation and Investigation established in October to deal with a dispute between Canadian National Railways (Barge and Ferry Service, Port Mann., B.C.) and National Association of Marine Engineers of Canada and Canadian Merchant Service Guild, Inc. (L.G., Dec. 1957, p. 1464) was fully constituted in November with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, R. A. Mahoney and Elwyn Hopkins, both of Vancouver, who were previously appointed on the nomination of the company and unions respectively.

#### **Board Report Received during Month**

Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and Seafarers' International Union of North America, Canadian District (L.G., Oct. 1957, p. 1209). The text of the report is reproduced below.

#### **Settlement Following Board Procedure**

Canadian National Railways (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Dec. 1957, p. 1464).

#### **Settlement Following Strike Action**

McCabe Grain Company Limited (Seed Plant Division), St. Boniface, Man., and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Nov. 1957, p. 1321). On October 31, the employees involved struck the company and on November 17 the employees returned to work.

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Fewer workers were idled and less time was lost in the United States because of strikes during 1957 than in any other postwar year, the U.S. Department of Labor has announced.

Bureau of Labor Statistics records show that strike activity in 1957 declined substantially from 1956.

About 16,000,000 man-days, about 0.1 per cent of the total time worked by the non-agricultural labour force, were lost as a result of all strikes during 1957.

# Report of Board in Dispute between Westward Shipping Limited and Seafarers' International Union of North America

The conciliation board appointed in this matter, consisting of F. E. Harrison, Chairman, James Scott and R. A. Mahoney, Members, met on August 29, 1957 for the purpose of taking the declarations required prior to assuming their responsibilities and arranging for their first meeting with the parties involved. The members of the board met with representatives of the parties on September 3, 13, 16, 18, 19, 23, 24, 25, 26 and 30, October 2, 4 and 10. Subsequently the members of the board met apart from representatives of the parties on October 21 and 23.

The submissions of the union were presented by Mr. R. Heinekey, Chairman of the Negotiating Committee, accompanied by Messrs. James Campbell, George Walker, E. E. Wheeler, R. Skog, Patrick Doyle and Matthew Allen, Members of the Committee.

The Westward Shipping Limited was represented by Mr. D. M. Williams, General Manager, and Mr. J. D. Lord, Secretary-Treasurer.

The existing agreement between the union and the company was consummated on May 31, 1956 and expires on May 31, 1958. However, the second paragraph of Section Two (2) Article Six (6) of the contract (Exhibit 1) reads as follows:—

Notwithstanding anything contained in the above it is mutually agreed that on sixty (60) days notice by either party prior to May 31st, 1957, the agreement may be opened once only for revision of wage rates only.

It is under the terms of the foregoing provision that the Seafarers' International Union based its request for an advance in the wage structure.

During November, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*), Vancouver, and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney and James Scott, both of Vancouver, nominees of the company and union respectively.

The text of the report is reproduced here.

The union submitted a brief (Exhibit 2) in which is set forth its request for increases in wage rates which are as follows:—

Classification	Present Wage per month	Union Request per month
Ordinary Seaman . . . . .	\$220.00	\$302.64
Able Seaman . . . . .	253.00	343.64
Oiler . . . . .	250.00	343.64
Cook . . . . .	310.00	422.64
Messman . . . . .	222.00	303.64
Messboy . . . . .	185.00	258.64
Pumpman ( <i>Standard Service</i> ) . . . . .	294.00	401.64
Pumpman ( <i>B.C. Standard</i> ) . . . . .	321.00	437.64
Winchman . . . . .	265.00	362.64

The company contended that the demands of the union would amount to an average increase in wage rates for all unlicensed personnel of approximately thirty-seven (37) per centum. It stated that such a substantial advance could not be entertained and offered the following schedule of rates (Exhibit 3)—

Classification	Present Wage per month	Proposed Wage per month
Able Seaman . . . . .	\$250.00	\$271.25
Oiler . . . . .	250.00	271.25
Cook . . . . .	310.00	336.35
Messman . . . . .	222.00	240.87
Messboy . . . . .	185.00	200.72
Pumpman ( <i>Standard Service</i> ) . . . . .	294.00	318.99
Pumpman ( <i>B.C. Standard</i> ) . . . . .	321.00	348.28
Winchman . . . . .	265.00	287.52

The increased wage rates offered by the company and as set out above amount to an advance of eight and one-half (8½) per centum upon the present wage structure.

The submissions offered by the employer and the union were lacking in satisfactory documentary support. The members of the board were therefore obliged to reach their decisions based upon oral evidence, much of which was contested by the opposite side. After considering this case carefully and having regard to the conflicting evidence presented to the board during somewhat extended proceedings, it is my considered opinion that an increase of sixteen (16) per centum should be granted to the various classes of unlicensed personnel which are covered by the existing agreement.

It is further recommended that such an increase should be retroactive to June 1, 1957 and be in effect until the expiry of the contract.

It is suggested that future agreements, which may be consummated between the Westward Shipping Limited and Seafarers' International Union, should coincide as to dates of commencement and expiry with other contracts of a similar nature affecting the transportation of oil in tankers on the Pacific Coast of British Columbia.

I regret that the members of the board were unable to reach a unanimous decision and that therefore it has been found necessary to submit separate reports.

Respectfully submitted,

(Sgd.) F. E. HARRISON,  
Chairman.

### Company Nominee's Report

The undersigned concurs with the recommendation of the board Chairman with the exception of the wage increase. I consider an advance of twelve (12) per centum in wage rates covering unlicensed personnel to be fair and equitable. This increase to commence as of June 1, 1957.

Respectfully submitted,

(Sgd.) R. A. MAHONEY,  
Member.

### Union Nominee's Report

As a member of the Board of Conciliation and Investigation appointed to look into the dispute between the two parties above noted, and after careful consideration of all the evidence presented before Board, I wish to give my decision in the following report.

It is my considered opinion that the respondent, Westward Shipping Limited, should make the below-listed adjustments in the monthly wages of their employees, members of the Seafarer's International Union of North America, Canadian District.

During the discussion before the Board, the question as to whether the new agreement should be of a one or two years duration arose, but was never definitely settled. I am therefore making my recommendation in two parts depending upon the length of the term of the new contract.

If the new agreement is of two years duration, my recommendation is that it should be on the following basis. The adjustment on the first year to be paid retroactively to June 1, 1957:

Classification	Present Wage per month	June 1, 1957 to	June 1, 1958 to
		May 31, 1958	May 31, 1959
Ordinary .....	\$220.00	\$305.00	\$323.00
A.B. ....	250.00	346.00	364.00
Oiler .....	250.00	346.00	364.00
Cook .....	310.00	425.00	443.00
Messman .....	222.00	306.00	324.00
Porter or Messboy	185.00	261.00	279.00
Pumpman (Standard Service) ...	294.00	404.00	422.00
Pumpman (B.C. Standard)	321.00	440.00	458.00
Winchman .....	265.00	365.00	383.00

If the new agreement is of one year's duration, I recommend that the following adjustments be made in the present wage schedule. The increase to be retroactive to June 1, 1957 and to continue through to May 31, 1958:

Classification	Present Wage	to be adjusted
	per month	per month
Ordinary .....	\$220.00	\$323.00
A.B. ....	250.00	364.00
Oiler .....	250.00	364.00
Cook .....	310.00	443.00
Messman .....	222.00	324.00
Porter or Messboy ...	185.00	279.00
Pumpman (Standard Service) .	294.00	422.00
Pumpman (B.C. Standard) ...	321.00	458.00
Winchman .....	265.00	383.00

Finally, it was agreed between the members of the Board, that the existing overtime rate of \$1.50 per hour be closely examined and adjusted upwards to a more realistic figure. Therefore, I recommend strongly, that in the new Agreement, the overtime rate of pay be estimated on the basis of time and one-half per hour, according to each employee's classification on the wage scale.

Yours very truly,

(Sgd.) JAMES SCOTT,  
Member.

Ten Roman Catholic, Protestant and Jewish clergymen will advise American Motors Corp. on "ethical aspects" of its 1958 bargaining with the United Auto Workers, it was announced last month.

Ethical considerations may arise, the announcement said, when dealing with questions such as:

—Would the shorter work-week really mean more leisure for workers or, because it would make possible the holding of a second job, more competition for others?

—Should the fruits of higher productivity be passed on to labour, stockholders or the consumer; how should they be shared?

—Is it more ethical to call back the worker with the highest seniority first, or the worker with less seniority but more skill?

# LABOUR LAW

## Legal Decisions Affecting Labour

**Ontario court finds suspension of union members invalid, and, in another case, dismisses charge of conspiracy against union members**

In connection with a claim for compensation under the Saskatchewan Workmen's Compensation Act, which until 1956 applied to certain groups of railway employees, the Saskatchewan Court of Appeal held that a mistaken forecast by a medical doctor of the consequences of injuries does not invalidate a release from compensation claims.

The Ontario High Court of Justice, dealing with an action brought by a letter carrier against members of his union, upheld the right of a suspended union member to resort to courts when the provisions of a union constitution for internal appeal are equivocal, illusory and impractical, and found the suspending decision contrary to the rules of the constitution and principles of natural justice. In another case involving a dispute between two unions in the construction industry, the Court dismissed, because of lack of evidence, a claim of conspiracy to bring a breach of contract and prevent members of a rival union from getting employment.

In the United States, the Supreme Court, following the line of previous decisions, recently ruled that the Railway Labor Act prohibits discrimination by the bargaining agent in defending the rights of the members of a bargaining unit.

### **Saskatchewan Court of Appeal...**

**... rules that mistaken medical opinion does not invalidate a release from claims for compensation**

In a unanimous decision given on October 7, 1957, the Saskatchewan Court of Appeal upheld the judgment of the District Court and dismissed the appeal of a workman who, on the ground of mutual mistake, sought to set aside a release from injury claims and obtain compensation under the Saskatchewan Workmen's Compensation Act. The Court held that a mistake in forecasting the consequences of injuries was a mistake of opinion and not of fact and as such would not nullify a release.

The facts of the case were set out by Chief Justice Martin in his reasons for decision.

A CNR trainman who had been injured in the course of his duties signed a release of all claims arising out of his accident after being advised by a company doctor that he had no serious disability resulting from his injuries. When it transpired that the medical opinion was wrong, the trainman brought an action in the District Court, which was dismissed on the ground of lack of jurisdiction (L.G. 1953, p. 1044). On appeal, the matter was referred back to the trial judge (L.G., Feb. 1957, p. 201), who dismissed the action, whereupon the plaintiff launched this appeal.

With respect to the plaintiff's argument that the settlement was based on a mutual mistake induced by the agent or agents of the defendant's medical clinic, Mr. Justice Martin stated the doctors' statements were opinions and could not be regarded as statements of fact. Mistakes in forecasting the consequences of injuries, he added, were mistakes of opinion. The plaintiff was a free agent and had signed the release of his own free will. If he felt he was not fully recovered, he could have delayed settlement and obtained further medical examination. Instead, he was prepared to take a chance that the medical opinions were correct.

It seemed to the judge that if a release under these circumstances were to be held invalid, no release involving physical injuries could be considered valid until all the consequences had finally developed and were known to the parties. According to the authorities, however, the validity of a release given by an injured person to one liable for his injuries depended not on whether the injured person knew what was wrong with him and the possibility of further trouble but whether he understood

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



that the release covered subsequent and consequential injuries.

This principle has been followed in a number of accident cases, in one of which, *Howell v. Stagg* (1937) 2 WWR 333, the judge stated that a mistake respecting the seriousness of injuries was a mistake in opinion which afforded no grounds for relief and in support of this opinion quoted from 53 *Corpus Juris* 1212 which reads, "...a mistake in prophecy or in opinion or in belief relative to an uncertain future event such as the probable developments from, quickness of recovery from, and the permanence of a known injury is not such a mutual mistake as will void the release".

The reason given for this rule was that the consequences which develop in the future from known injuries depend on so many unknown conditions they cannot be known with any degree of certainty. Mistakes in forecasting such consequences were mistakes of opinion, not of fact, and furnished no such ground for annulling a release, and Mr. Justice Martin, therefore, dismissed the appeal with costs. *Hurman v. Canadian National Railway Co.* (No. 2), (1957) 23 WWR 119.

### Ontario High Court...

... rules suspension of union member void, being contrary to the principles of natural justice

On August 16, 1957, the Ontario High Court, in an action in respect of alleged illegal suspension from a trade union, held that the suspension was contrary to the principles of natural justice, and *ultra vires*. The right of a trade union member, in the opinion of the Court, to resort to a court action should not be denied or restricted by the provisions of union constitution for internal appeal if the provisions are expressed in equivocal terms which makes this right illusory and impractical.

Mr. Justice Thompson, who tried the action, related in his reasons for judgment the following facts of the case.

Fred Bimson, the plaintiff, had been a letter carrier since June 1941. Shortly thereafter he became a member of Local No. 3, at Hamilton, of the Federated Association of Letter Carriers of Canada, and held the office of secretary-treasurer of that branch for some five years until his suspension on March 2, 1956.

The Federated Association of Letter Carriers of Canada is a trade union or an association in the nature of a trade union whose membership is restricted to letter carriers, commonly known as postmen, and postal employees holding positions on the letter carrier staff. It is composed of some 127 branches with an aggregate

membership of 5,200 persons. The local branches work in accordance with the constitution, which contains provisions for the issue of charters to branches by the federated body and for the enactment of by-laws, rules and regulations by local branches not in conflict with the constitution of the federation.

Letter carriers are employees of the Government of Canada and as such are subject to legislation and regulations respecting the federal Civil Service. This situation has precluded the possibility of a union shop or any collective bargaining agreements in so far as the association in question is concerned. However, among the objects of the federation are the promotion of legislation in obtaining redress of grievances and improvement of wage and working conditions for its members by legislation or otherwise. This involves the presentation of submissions and representations to the appropriate departmental authorities.

About a year prior to the events that led to the case at bar, the Hamilton branch had circularized members of Parliament respecting an incident concerning postal employees of the City of Montreal. The National Executive Committee, which apparently was determined to retain exclusive control of the channels of communication with Parliament and the Government, strongly objected to the Hamilton Local's action. On February 16, 1955, the National Executive passed the following resolution:

...that all Branches be informed that Section 14 of Article IX means; That no Branch is to send out circular letters to anybody, especially members of Parliament and the Departments of the Government or Branches of this Association, on matters of National importance without it first being submitted to the National Executive Committee for approval.

Section 14 of Article IV of the Constitution reads as follows:

No subordinate Branch shall submit any legislation "other than effects their own local conditions" to the Local Trades Council or Dominion Trades Congress or other bodies until such legislation has been submitted to the Federated Executive Committee and has received their endorsement. Any deviation from this law will be severely dealt with.

Local No. 3 protested the ruling of the National Executive and on April 5, 1955 dispatched a letter of protest to the National Executive Committee and all subordinate branches maintaining that the ruling was an abortive attempt to amend the constitution under the guise of interpretation. For the time being the question remained at issue between the two bodies.

In February 1956 certain disciplinary action was taken against one of the members of Local No. 3 by the postal authorities for an alleged breach of duty in the course of his employment. The Local took strong exceptions to this action and sent telegrams to the Minister of Labour, the Postmaster-General and the Deputy Postmaster-General protesting the incident and requesting that the Postmaster at Hamilton be removed and that an independent board of inquiry be set up to investigate existing conditions at the Hamilton Post Office. The incident has been referred to as "The Erskine case".

The telgrams referred to aroused the indignation of the National Executive Committee and a delegation from the Hamilton Branch, including the plaintiff, was required to attend a meeting of that Committee in Ottawa in mid-February 1956.

On or about February 15, 1956, Bimson, accompanied by the Local President Krevensky, attended that meeting, representing the Hamilton Branch. The Erskine case was discussed and the convention was prepared to endorse the Hamilton request for an extra-departmental inquiry that was to be incorporated into a brief then in the course of preparation for submission to the Deputy Postmaster-General by the Executive Committee.

It appears that at the same meeting Bimson in his representative capacity on behalf of his branch made a promise that the Erskine case would be left in the hands of the National Executive and that no local action would be taken until such time as the committee had an opportunity to present representations to the Department of the Postmaster-General and a reply thereto had been received. Also it would appear that the Committee was informed that Local No. 3 would refrain from independent action only if the matter was dealt with promptly by the Department.

On its return to Hamilton the delegation reported on the Ottawa meeting to the Local Executive Committee of the Branch. That Committee then took the position that the National Committee sought to curtail the activities of the Local Branch by means of an illegal attempt to amend the constitution and that the Local would not be dictated to in this matter.

On February 17 the National Secretary-Treasurer wrote Bimson and quoted in part from a letter from the Deputy Postmaster-General wherein it was stated that there was no indication of any need for an investigation into conditions in the Hamilton Post Office at the present time.

Following this, at a regular meeting of the Branch held on March 1, 1956, a letter

dated February 29 and drafted by the Branch Executive, addressed to members of Parliament, was approved by the membership. This letter outlined the view of the Branch respecting the Erskine case and solicited the assistance of the members of the House of Commons in setting up an independent Board of Inquiry to investigate the conditions in the Hamilton Post Office. It was signed by the plaintiff as Secretary-Treasurer and dispatched on March 1 after the approval of the branch membership.

Retaliatory action on the part of the National Executive was quick to follow. The National President Johnston instructed the National Secretary-Treasurer Gammon to notify the plaintiff that he was suspended from membership in the Association. A telegram accordingly was sent by Gammon to Bimson on March 2, 1956. At the same time ballots were sent or delivered to the nine other members of the National Executive seeking a vote upon Bimson's suspension; when they eventually were returned, they were unanimous in favour of suspension.

The action brought by Bimson was originally framed against ten named defendants as individuals who constitute the National or Federated Officers and Executive Committee of the Union. The relief sought in the first instance was (1) a declaration that the plaintiff is a member in good standing of the Association, (2) an order or mandatory injunction compelling the defendants to reinstate him as a member of the union and (3) punitive damages. Later the action was constituted as a representative action in which the named defendants represented all members of the union; this relieved the individual defendants from all claims for personal liability and the injunction sought was to restrain all members of the union from acting upon or carrying out the purported suspension of the plaintiff.

The evidence presented before the court disclosed the following facts: No charge or formal complaint of any nature against Bimson was ever preferred or laid; no notice of any charge or complaint was ever given to the plaintiff; no intimation of the intended action of the National President or the National Executive Committee was ever given or communicated to Bimson; no hearing or investigation into the facts was ever conducted, either by the National President or the members of the Executive Committee or any other fact-finding body; no reasons for his suspension were ever given to the plaintiff, prior to the institution of this action; no explanation of or respecting alleged misconduct or breach of the constitution, by-laws, or

rules of the Association was ever requested, required or demanded of the plaintiff; the purported suspension was the arbitrary act of the National President, subsequently concurred in by the members of the Executive Committee individually with no opportunity accorded to the plaintiff of being seen or heard.

At the hearing the National President and other defendants disclosed that the reason for the plaintiff's suspension was that he had violated the promise or undertaking given to the National Executive at its meeting in Ottawa in February 1956.

In the opinion of the court the action at bar raises most important considerations of law affecting the plaintiff's right to sue, the right to relief (if any) and against whom.

In the absence of incorporation or some other form of legal recognition as an entity, a trade union, or such an association as that under consideration in the case at bar, is classified as a voluntary association. In the case of such voluntary associations, judicial interference in matters of internal management and discipline to prevent injustice and oppression appears to have been governed by the nature and extent of the economic interests involved; otherwise, in matters involving mere ethics or morals they have been left largely to their own government.

In England, the trade unions have the status of a *quasi*-corporation (*Taff Vale Railway v. Amalgamated Society of Railway Servants* (1901)) but in Canada the Supreme Court refused to regard an unincorporated trade union as an entity in law distinct from its individual members. This position has been reaffirmed in the recent decision of that court in *Orchard v. Tunney* (1957) (L.G., Oct. 1957, p. 1214).

Mr. Justice Thompson then added:

Labour legislation in Canadian jurisdictions, as well as relieving them from certain common law disabilities as conspiracies or combinations in restraint of trade, has conferred defined rights upon Trade Unions as such for the purposes of attaining the objects set out in such enactments. Whether or not unincorporated unions have attained some semblance of status as legal entities will depend upon the construction of the particular legislation involved. To the moment however, such rights would appear to be confined solely to the purposes set out in such legislation. Whatever those purposes may be, they do not appear to have been extended to union internal affairs: *Orchard v. Tunney, supra*.

In the case of unincorporated trade associations it has been long established that they may be sued in a representative action by one seeking redress for wrongful suspension or expulsion from their ranks. As to the remedy available, the Supreme Court

of Canada settled in the *Orchard v. Tunney* case that relief as against the union or its membership is confined to a declaration or an injunction, or both. Any remedy for the recovery of damages will lie only against those individual defendants concerned for their tortious acts.

In recent years trade unions have acquired such impressive importance in the promotion of employer-employee relations, that union membership is now becoming translated into terms of security of an assured standard of life.

The constitutional right to work is thereby most frequently preserved, and, in the case of a closed or a union shop, such membership has become a virtual condition precedent to that right.

The enhanced gravity of the civil consequences involved in cases of wrongful expulsion apparently gave rise to the adoption by the Courts of the contract theory to provide relief against oppression and injustice. That theory is premised upon the proposition that a contract is made by a member when he joins the Union, the terms and conditions of which are provided by the Union's constitution and by-laws; and that in the case of a dismissal contrary to the constitution and by-laws, a breach arises, which will justify intervention to protect contractual rights...

The contract is not a contract with the Union or the association as such which is devoid of the power to contract, but rather the contractual rights of a member are with all other members thereof.

Further Mr. Justice Thompson stated that it has long been established that officers, committees or members of voluntary associations when exercising powers of expulsion or suspension are assuming *quasi* judicial functions. The courts have intervened to review and control their decisions when they have acted contrary to the rules of the Association, or without jurisdiction, or in a manner which has been said to be "contrary to the principles of natural justice".

Also it has been established that there is no inherent power of expulsion in a voluntary association; it must be conferred and exercised in conformity with the rules of the association.

The application of the term "natural justice" has given rise to the greatest differences of judicial opinion. It has been said that the phrase is difficult to define, has little meaning and seems to be misleading.

The principle of "natural justice" has been applied largely in the cases of procedural defect. From a long line of judicial decisions it would appear that the absence of certain essentials will amount to a denial of natural justice sufficient to avoid any judgment or edict of expulsion from a voluntary association: the member concerned must have reasonable notice of,

and of the nature of, the charge or charges against him; he must not be condemned to consequences unheard and without having the opportunity of making defence.

In the *Beland v. l'Union St. Thomas* (1890) case the judge held that even where the rules of an association did not make express provision for notice of intention to move for expulsion, a resolution of expulsion was void and a nullity in the absence of notice and an opportunity of defending. In Mr. Justice Thompson's opinion the right to notice and to be heard takes its origin in the *audi alteram partem* rule, reflected in Magna Charta which is still law in this province.

It is essential that the expelling tribunal should act in good faith, be impartial, unbiased and disinterested.

In the case at bar the court held that Mr. Bimson's suspension was tantamount to expulsion and the evidence shows that it was intended to be so. The question arises whether this suspension was in keeping with the terms and conditions of the Constitution.

Mr. Justice Thompson reviewed the disciplinary clauses of the constitution and in particular Section 1 of Article IV relating to the powers of the Federated President under which the defendant Johnston suspended the plaintiff. The relevant part of the section reads as follows:

...He shall have the power to *define and regulate* the admission, suspension or expulsion of any member, suspend or cancel the Charter of any Branch of the Federation.

...His decision in any matter shall be subject to the approval of the Executive Committee.

In the opinion of the Court this provision could not be construed as conferring upon the Federated President the absolute and arbitrary power to suspend or expel a member of the Association, even with the approval of the Executive Committee. It should be interpreted that the President shall have power to make and promulgate, subject to the approval of the Executive Committee, rules and regulations respecting, determining the limits of and setting forth the terms and conditions of the admission, suspension and expulsion of individual members of the Association.

The Court took also exception to the way in which "the approval of the Executive Committee" was granted. It was stated that no valid determination binding the members of the Association could be made by their assent separately and individually expressed, and any approval of the Executive Committee would have to be granted before the suspension became or could become effective.

The Court did not find valid the reason given for the plaintiff's dismissal, namely, the breach of his promise or undertaking made to the National Committee in February 1956. This promise was given by Bimson in his representative capacity, and, if it could be said that such a breach was an offence according to the constitution (which was doubtful), then the offence or a breach was committed by the Hamilton Branch as a unit and any disciplinary action could have been taken against the Branch as a whole.

In conclusion Mr. Justice Thompson held that the plaintiff's suspension was wrongful and illegal. It was contrary to the principles of essential and natural justice; it was not in accordance with the constitution; and it was made without jurisdiction, in bad faith and in breach of the membership contract. It was *ultra vires* and as such is nul and void.

The court also rejected the contention set forth by the defendants that the court action was premature because the plaintiff failed to exhaust those remedies open to him by way of appeal within the framework of the Association as provided by its constitution. After examining the provisions of the constitution dealing with appeals the court found them conflicting, inadequate and illusory. Consequently the court held:

If the constitutional right of recourse to the Courts is to be restricted by provisions for internal appeal, then those stipulations should be expressed in clear, unequivocal terms and fair and honest provision should be made for disposing of such appeals. The right of appeal in this case is doubtful, illusory and impractical and, in the absence of an express contractual provision for the exhaustion of remedies specifically provided for, the plaintiff's right of resort to this Court should not be denied. The real ground upon which the Court insists upon the exhaustion of such remedies, in cases where it does, is that adequate and proper provision exists to give relief and administer justice in the domestic forum.

Finally the Court ruled that the plaintiff, Fred Bimson, is a member in good standing of the Federated Association of Letter Carriers of Canada. Also the Court granted an injunction restraining the defendants and every member of the Association from acting upon or carrying out the purported suspension of the plaintiff made upon the order of the Federated President on March 2, 1956, and from interfering with the plaintiff in the enjoyment of his rights, benefits and privileges as a member of the said association. *Bimson v. Johnston et al. representing the Federated Association of Letter Carriers of Canada*, (1957) 10 DLR (2d) Part 1, 11.

## Ontario High Court . . .

... dismisses union members' action against another union's members over interference with employment

The Ontario High Court of Justice on March 5, 1957, dismissed a claim of conspiracy to injure by procuring breach of contract and preventing certain workmen from getting employment brought by certain union members against the members of another union.

The facts of the case were related by Mr. Justice McRuer in his reasons for judgment.

In September 1952, Robert Simpson Co. Limited entered into a contract with Pigott Construction Company Limited to lay the foundation for a building. Later a further contract was entered into by the same parties to erect the superstructure of the same building. The employees of the Pigott Company belonged to unions affiliated with the American Federation of Labour and they had all agreed not to work on the same building with non-union men or members of a union not affiliated with the AFL.

In November 1953 the Robert Simpson Company entered into contract with Gardiner-Wighton Limited to install some shelving for storage and work rooms. The bargaining agent for the Gardiner Company was the United Construction Workers, a trade union affiliated with the United Mine Workers of America and the Canadian Congress of Labour.

When the Gardiner Company learned that there was a closed shop agreement with respect to this building, restricting the employees to the unions affiliated with the AFL, the Company decided to complete the contract without the services of the carpenters who were members of the United Construction Workers.

The court action in respect of interference with employment was brought by some employees of the Gardiner Company, members of a union affiliated with the UMW and the CCL against the employees of the Pigott Company belonging to unions affiliated with the AFL.

The plaintiffs alleged the following:

Between the 22nd day of November, 1953, and the 8th day of December, 1953, the defendants wrongfully and maliciously conspired, combined and agreed to injure the plaintiffs in their trades and employment as carpenters by preventing the employment of the plaintiffs by any contractor in the Toronto area and by causing the discharge or layoff of the plaintiffs by the threat of an unlawful strike against contractors or against their principals.

In particular the plaintiffs claimed that the defendants were members of a conspiracy to injure the plaintiffs by prevent-

ing their employment by the Gardiner Company, and to bring about the discharge or layoff of the plaintiffs by that company by the threat of an unlawful strike against the Robert Simpson Company Limited and Piggott Construction Company Limited.

The Court rejected general allegations of conspiracy to prevent the employment of the plaintiffs by any contractor in Toronto as not supported by any evidence, and concentrated on two particular allegations: (1) conspiracy to injure the plaintiffs by procuring the Gardiner Company to breach its contract with them; (2) a conspiracy to injure the plaintiffs by preventing them from getting employment with the Gardiner Company on the contract in question.

According to Mr. Justice McRuer the legal principle applicable to the case at bar reads: "It is an actionable wrong to agree to procure a breach of contract if as a result the contract is broken and damage flows from the breach."

In support of that proposition there are many authorities. The Court referred to one quotation from the judgment of Lord Wright in *Crofter Hand Woven Harris Tweed Company Limited and Others v. Veitch and Another* (1942):

I approach the question on the assumption that the appellants have to prove that they have been damaged by tortious action. They do not prove that by showing that they have been harmed by acts done by the respondents in combination, these acts being apart from any question of combination otherwise within the respondents' rights. It is not then for the respondents to justify these acts. The appellants must establish that they have been damaged by a conspiracy to injure, that is, that there was a wilful and concerted intention to injure without just cause, and consequent damage.

In order to succeed in the first contention of the case, namely of a conspiracy to injure the plaintiffs by procuring the breach of contract, the plaintiffs would have to prove that the defendants agreed to procure a breach of a specific contract, or to do acts which were intended to bring about a breach of the contract. The intention to injure the plaintiffs is an essential element in the agreement in order that it may be actionable.

Evidence which merely show that acts were done, whether lawful, or unlawful, which resulted in a breach of contract does not give rise to a cause of action for inducing a breach of contract. It must be shown that the intended purpose of the acts was to bring about a breach of contract.

To support this statement the judge quoted from the *Crofter* case:

Intention to injure resulting in damage without lawful justification or excuse is the basis of the action.

In *Stott and Another v. Gamble and Others* (1916) it was stated:

The plaintiff must show there was an intentional invasion of his contractual rights; not merely that a breach of contract was the natural consequence of the defendant's conduct.

Similarly, Mr. Justice McRuer stated, in order to succeed in the second contention, namely, of a conspiracy to prevent the plaintiffs from getting employment, the evidence must establish that the predominant purpose of the agreement relied on was to prevent the plaintiffs from getting employment of their own choice. A lawful agreement which merely resulted in interference with the plaintiffs' employment is not actionable.

The available evidence showed that prior to the events which led to the action in question, the Toronto Builders Exchange (of which the Pigott Company was a member) had a collective agreement with the Toronto Building Trades Council (to which the defendants' unions belonged), which was in the nature of a closed shop agreement. In addition the members of the AFL unions who were working under Pigott contract had all agreed that they would not work on the building when non-union men or members of a union not affiliated with the AFL were employed.

There is no evidence that the general agreement entered into by the members of the AFL unions that they would not work on this building either with non-union men or any members of a union not affiliated with the AFL was entered into with the specific object of depriving the plaintiffs of employment. It was an agreement that had undoubtedly been entered into long before the Gardiner contract was let, and the defendants no doubt had no knowledge of whether the shelving would be put in by a contractor employing labourers belonging to other than AFL unions, or by labourers who did not belong to any union.

Counsel for the plaintiffs did not argue that such an agreement was unlawful. The defendants had a right to agree alongside of whom they would work. But, it was argued, although this was a lawful agreement, when the defendants learned that the plaintiffs who had been brought on the premises to install the shelving were not members of the AFL, they resorted to unlawful means to procure their discharge; they threatened to call off all the men who were working on the Pigott contract and such a threat was a threat to call an unlawful strike under the provisions of the Ontario Labour Relations Act. Therefore, counsel argued, the defendants, having entered into a lawful agreement, decided to

enforce their lawful agreement by an unlawful means, directed towards the plaintiffs, its object being their discharge by the Gardiner Company or to prevent them from being employed on this work by the same Company.

The court disposed of this contention in the following way.

Assuming that it has been proved that the defendants agreed to what had been alleged, can the plaintiffs maintain an action against the defendants because they threatened to call an unlawful strike without explicitly proving that the intention was to damage the plaintiffs by either destroying the contract that they had or destroying their opportunities of getting employment in the future?

There is no evidence that the defendants knew of the character of the Gardiner's contract with the Simpson Company, nor there is any evidence that the defendants knew that Gardiner had employed the plaintiffs especially for this work. It might well be that as far as the defendants knew, Gardiner could give all the plaintiffs employment on some other work while he employed AFL members to finish this work.

The action was not brought by the Gardiner Company but by Gardiner's employees who apparently lost their employment because of the pressure put by the defendants on the Pigott Company.

In those circumstances, the judge concluded, the right of action does not lie at the instance of the employees of a contractor whose contract has been interfered with by pressure put on a third party, where that third party has not acted in combination with the defendants with the object and intention of destroying the contractual rights of the plaintiffs.

In dealing with the argument that the strike, if it had been called, would have been an unlawful strike and the threat to call it was a threat to an unlawful act, Mr. Justice McRuer stated that assuming that an unlawful strike was threatened or had even been called such a situation might give a right of action to the Pigott Company to force their employees to carry on with their work but not to the plaintiffs. In his opinion, the Labour Relations Act is not designed to give a right of action to third parties merely because there is a threat to call an unlawful strike.

In conclusion the court was of the opinion that the plaintiffs did not prove by proper evidence a conspiracy which had as its object the bringing about of a breach of contract between the plaintiffs and the Gardiner Company, or the prevention of the plaintiffs from getting employment with

the Gardiner Company, and therefore the action was dismissed. *Dewar et al. v. Dwan et al.* (1957) O.R. 546.

### Supreme Court of the United States . . .

... rules that bargaining agent cannot discriminate against members of the unit on the basis of race

On November 18, 1957, the Supreme Court of the United States in *certiorari* procedure reversed the judgment of the courts below and held that the bargaining agent cannot discriminate against some members of a bargaining unit on basis of race, not only when negotiating a collective agreement but during the day-to-day administration of the contract as well.

The circumstances of the case were related by Mr. Justice Black, who delivered the opinion of the court.

The petitioners, certain Negro members of Local 28 of the Brotherhood of Railway and Steamship Clerks, were employees of the Texas and New Orleans Railroad at its Houston Freight House. Local 28 of the Brotherhood was the designated bargaining agent under the Railway Labor Act for the bargaining unit to which petitioners belonged. A contract existed between the union and the Railroad which gave the employees in the bargaining unit certain protection from discharge and loss of seniority. In May 1954, the Railroad purported to abolish 45 jobs held by petitioners or other Negroes, all of whom were either discharged or demoted. In fact the jobs were not abolished but filled by whites, except for a few instances where Negroes were rehired to fill their old jobs but with loss of seniority. Despite repeated pleas by the petitioners, the union did nothing to protect them against these discriminatory discharges and refused to give them protection comparable to that given white employees.

The petitioners brought an action in a Federal District Court in Texas against the Brotherhood, its Local Union No. 28 and certain officers of both. The petitioners contended that the union had failed in general to represent Negro employees equally and in good faith; they charged that such discrimination constituted a violation of petitioners' right under the Railway Labor Act to fair representation from their bargaining agent; and asked for relief in the nature of declaratory judgment, injunction and damages.

The respondents moved to dismiss the action on the following grounds: (1) The National Railroad Adjustment Board had exclusive jurisdiction over the controversy; (2) The Texas and New Orleans Railroad,

which had not been joined, was an indispensable party defendant; and (3) the complaint failed to state a claim upon which relief could be given.

The Federal District Court dismissed the action on the ground that Congress had given the Adjustment Board exclusive jurisdiction over the controversy.

This decision was confirmed by the Court of Appeals for the Fifth Circuit, apparently relying on the same ground.

The Supreme Court granted *certiorari* because the case raised an important question concerning the protection of employee rights under the Railway Labor Act.

In reversing the decision of the courts below the Supreme Court dealt with all three contentions put forward by the respondents.

Regarding the first contention that the National Railroad Adjustment Board had exclusive jurisdiction over the controversy, the Supreme Court held that it was an error for the courts below to dismiss the action for lack of jurisdiction. The exclusive jurisdiction conferred by the Railway Labor Act on the Adjustment Board applies only to "disputes between an employee or group of employees and a carrier or carriers" (§3 First (i)). In the case at bar there was no dispute between employee and employer but on the contrary there was an action by employees against their bargaining agent to enforce their statutory right not to be unfairly discriminated against by it in bargaining. The Adjustment Board has no power under the Railway Labor Act to protect them from such discrimination.

The respondents' second contention that the Texas and New Orleans Railroad Company was an indispensable party which the petitioners had failed to join as a defendant was also rejected by the Court as unjustifiable. The suit was not, directly or indirectly, against the Railroad. No relief was asked from the Railroad and the Court failed to see how the Railroad's rights or interests might be affected by this action to enforce the duty of the bargaining representative to represent petitioners fairly.

Turning to the respondents' final contention that the petitioners failed to state a claim upon which relief could be given, the Court stated that a complaint should not be dismissed on this ground unless the plaintiff can prove no set of facts in support of his claim which would entitle him to relief. Here the petitioners claim that they were discharged wrongfully by the Railroad and that the union, acting according to plan, refused to protect their jobs as it did those of white employees or to help them with their grievances, all

because they were Negroes. If these allegations are proven there has been a manifest breach of the union's statutory duty to represent fairly and without hostile discrimination all of the employees in the bargaining unit.

In the opinion of the Court discrimination in representation because of race is prohibited by the Railway Labor Act.

The bargaining representative's duty not to draw "irrelevant and invidious" distinctions among those it represents does not come to an abrupt end, as the respondents seem to contend, with the making of an agreement between union and employer. Collective bargaining is a continuing process. Among other things, it involves day-to-day adjustments in the contract and other working rules, resolution of new problems not covered by existing agreements, and the protection of employee rights already secured by contract. The bargaining representative can no more unfairly discriminate in carrying out these functions than it can in negotiating a collective agreement. A contract may be fair and impartial on its face yet administered in such a way, with the active or tacit consent of the union, as to be flagrantly discriminatory against some members of the bargaining unit.

The Court also dealt with respondents' contention that under the Railway Labor

Act aggrieved employees can file their own grievances with the Adjustment Board or sue the employer for breach of contract.

The Court has not denied this right, however the Court pointed out that it does not furnish any remedy against the union's alleged discrimination in refusing to represent petitioners. The Railway Labor Act, the Court added, conferred great power and protection on the bargaining agent chosen by a majority of employees.

As individuals or small groups the employees cannot begin to possess the bargaining power of their representative in negotiating with the employer or in presenting their grievances to him. Nor may a minority choose another agent to bargain in their behalf. We need not pass on the union's claim that it was not obliged to handle any grievances at all because we are clear that once it undertook to bargain or present grievances for some of the employees it represented it could not refuse to take similar action in good faith for other employees just because they were Negroes.

In conclusion the Supreme Court reversed the judgment and remanded the cause to the District Court for further proceedings not inconsistent with this opinion. *Conley v. Gibson*, 41 LRRM 2089.

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## Recent Regulations under Provincial Legislation

Minimum wages of janitors raised in British Columbia. Lathing made apprenticeable trade in Alberta. Psittacosis and ornithosis added to list of compensable diseases under B.C. Workmen's Compensation Act

In British Columbia, a new minimum wage order for janitors fixes a minimum hourly rate of 75 cents for janitors in buildings other than apartments and for resident janitors in small apartments, and minimum monthly rates ranging from \$50 to \$265 for resident janitors in large apartment buildings.

Regulations under the Alberta Apprenticeship Act added lathing to the list of designated trades and raised the ratio of apprentices to journeymen in the motor vehicle repair trade from one to three to one to two.

Psittacosis was added to the list of compensable diseases under the British Columbia Workmen's Compensation Act and the regulations under the Ontario Act were amended to include the operation of oil and gas wells among the industries in Schedule I.

Other regulations deal with permits under the British Columbia Electrical Energy Inspection Act, the code of standards adopted by the Ontario Fuel Board,

rules of practice and procedure of the Ontario Labour Relations Board, allowances under the Newfoundland Social Assistance Act and exemptions from the British Columbia and Saskatchewan Hours of Work Acts.

### Alberta Apprenticeship Act

The regulations respecting the designated trades (Reg. 113/57) and the special regulations for the motor vehicle repair trade (Reg. 120/57) were amended by new regulations gazetted on November 15 as Reg. 280/57 and Reg. 281/57.

### Designated Trades

Regulation 280/57 added the trade of lathing to the list of designated trades, with the result that no person eligible for apprenticeship may now engage in the trade for more than three months unless he has entered into an apprenticeship contract or has received permission from the Apprenticeship Board.



Alberta is the only province in which lathing is a designated trade. In Manitoba, however, lathing is designated jointly with plastering as an apprenticeable trade.

### **Motor Vehicle Repair Trade**

In the motor vehicle repair trade the ratio of apprentices to journeymen is now one to two instead of one to three. The local Advisory Committee, however, may, in special circumstances, recommend that additional apprentices be employed. As formerly, an employer who is engaged in the trade and who employs a journeyman or who is himself a journeyman may have one apprentice.

Wages of apprentices continue to be a percentage of the prevailing journeyman's rate. Increases, however, are no longer automatic but, as in the machinist trade, are now contingent upon successful completion of the year's technical training. The rate for registered employment prior to first year technical training is 55 per cent and increases by 10 per cent each year. After successful completion of third-year technical training until completion of the apprenticeship contract, the apprentice must be paid at least 85 per cent of the journeyman's rate. Formerly, the minimum payable was 50 per cent during the first six months, with automatic increases every six months up to a maximum of 85 per cent.

### **Alberta Labour Act**

The regulations setting out the procedure to be followed when, due to a merger or amalgamation or transfer of jurisdiction, a trade union wishes to change the name on the certificate, has been filed under the new system as Regulation 228/57 and was gazetted on November 15.

### **Alberta Vehicles and Highway Traffic Act**

The regulations under the Alberta Vehicles and Highway Traffic Act, which, among other provisions, set out the classifications for an operator's licence, were gazetted on November 15 as Regulation 238/57.

### **British Columbia Hours of Work Act**

The usual temporary order approving longer hours for the British Columbia mercantile industry during the Christmas period was gazetted on November 7, permitting employees in retail stores to work two hours in excess of the daily limits on any two days during the two weeks ending December 28, 1957.

This order was made under authority of the Hours of Work Act, which allows the Board of Industrial Relations to approve

longer hours from time to time so long as they are not inimical to the interests of the employees.

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

A new minimum wage order for janitors, Male and Female Minimum Wage Order No. 43 (1957), made by the British Columbia Board of Industrial Relations on October 29 following a public hearing, was gazetted on November 7. The new order establishes a minimum hourly rate of 75 cents for janitors in buildings other than apartment buildings and for resident janitors in small apartment buildings, and minimum monthly rates ranging from \$50 to \$265 for resident janitors in large apartment buildings.

The order, which went into force on January 1, replaces Order No. 44 (1950) (L.G. 1951, p. 245), which applied to janitors in buildings other than apartment buildings and Order No. 43 (1952) (L.G. 1953, p. 290), which covered persons employed as janitors in apartment buildings.

The new order differentiates between "janitors" in buildings other than an apartment and "resident janitors" in apartment buildings, setting out special wage provisions for each group and also different conditions of labour and employment.

#### **Janitors**

Every janitor, by which is meant every person employed as caretaker, janitor, janitor-cleaner, janitor-fireman, janitor-engineer and window-cleaner in a building other than an apartment building, is now entitled to at least 75 cents an hour instead of 50 cents, and, as formerly, must be paid one and one-half times the regular rate for all hours worked in excess of eight in a day and 44 in the week where the hours worked do not exceed eight on any one day. As previously, in cases where the Board has approved different arrangements with respect to hours in accordance with the variations provided for in the Hours of Work Act, the overtime rate does not apply until the employee has completed the hours so established.

For the first time, a daily guarantee provision is set out for janitors employed by an employer whose sole or principal business is that of providing janitor service. Such janitors must be paid at the regular rate for the entire period spent at the place of work in response to a call and are guaranteed a minimum of two hours' pay at the regular rate if they report for work and four hours' pay if they commence work, subject to the usual qualifications. A

school student employed as a janitor who reports for work on a schoolday on the call of an employer whose principal business is supplying janitor service must also be paid at the regular rate for the entire period spent at the place of work, with a minimum of two hours' pay in any one day.

As well as limiting hours to eight in the day and 44 in the week unless specially authorized by the Board, the order again provides that a weekly rest of 32 consecutive hours must be given; in exceptional cases this may be varied by the Board upon the joint application of the employer and the janitor. A new provision requires split shifts to be confined within a 12-hour period immediately following commencement of work.

### **Resident Janitors**

Unlike Order No. 43 (1952), which expressly stated that it covered every person employed as a janitor, janitor-cleaner, janitor-fireman, or janitor-engineer in an apartment building, the new order merely defines a "resident janitor" as an employee employed in an apartment building who resides on the premises. However, it does continue the distinction previously made between resident janitors in buildings with four residential suites or less and those in larger apartments, setting an hourly rate for the former and both hourly and monthly rates for the latter.

As has been mentioned, the new minimum for resident janitors in smaller buildings is now 75 cents an hour, which represents an increase of 20 cents over the former rate.

In the larger apartment buildings where rates previously ranged from \$39 to \$197, the minima now range from \$50 a month in buildings with five suites, increasing by \$5 a month for each additional suite, to \$265 in apartments with 48 or more suites. In addition to this monthly minimum, a resident janitor must be paid 75 cents, instead of 55 cents an hour, for time spent attending to single rooms, stores or accommodation other than residential suites.

If two or more janitors are employed in an apartment building and reside on the premises, the employer is again required to designate at least one as "resident janitor" and pay him not less than the prescribed monthly rate. The other janitor or janitors residing on the premises must now receive at least 75 cents an hour, 20 cents more than the minimum set by the former Order.

While maximum deductions for accommodation are not fixed, the Board is again

authorized, in a case where it considers the accommodation is unsuitable or the charge unreasonable, to give notice in writing of the facts and also to specify the deductions which the employer may make.

When a resident janitor is supplied with electricity or gas, a maximum of \$4 may again be deducted from his wages or, as an alternative, meters may be installed and the janitor must pay for the consumption of the electricity or gas according to the meter.

The order continues to provide for a weekly rest of 24 consecutive hours for resident janitors in apartment buildings containing 20 or more suites. In buildings with from 12 to 19 suites, however, the weekly rest requirement has been raised from 8 to 12 hours. Janitors in smaller apartment buildings are not guaranteed a weekly rest.

### **General Provisions**

In addition to the special provisions, the order contains the usual provisions respecting the posting of orders and schedules, and the keeping of records.

### **British Columbia Workmen's Compensation Act**

The British Columbia Workmen's Compensation Board, by a regulation gazetted on November 14 and effective May 15, 1957, has added psittacosis (ornithosis) to the list of compensable industrial diseases.

Psittacosis, commonly known as parrot fever, is a contagious virus disease of the parrot family which is communicable to man. It is marked by pulmonary disorder and high fever. Ornithosis, a virus disease of birds other than the parrot family, may also be transmitted to man.

These diseases are now compensable when contracted in any industry under Part I of the Act where there is established contact with ornithosis-infected (psittacosis) avian species, or ornithosis-infected (psittacosis) material.

Psittacosis and ornithosis have not previously been listed in the schedule of compensable industrial diseases in any province.

### **British Columbia Electrical Energy Inspection Act**

The regulations under the British Columbia Electrical Energy Inspection Act governing electrical permits and fees were amended by O.C. 2679, gazetted on November 21, to make it clear that no person may construct, install or alter any electrical work on any premises without first obtaining a written permit from the inspector and that anyone who does such work without permission will be guilty of an offence punishable on summary conviction by a fine not exceeding \$50. Previously,

the regulations provided that this rule was to come into force when a notice was published in the Gazette.

### **Newfoundland Social Assistance Act**

Some amendments to the regulations under the Newfoundland Social Assistance Act were gazetted on October 29, one of which raised from \$360 to \$440 the maximum annual income permitted for families receiving social assistance without deduction from the allowance. As formerly, if an adult receiving social assistance has an outside income in excess of \$360, the excess will be deducted from the social assistance allowance.

Another new provision permits a welfare officer to grant social assistance in kind in the form of special food orders up to \$10 for periods up to three months to a person who has been a patient in a sanatorium or who is in receipt of a satisfactory medical certificate. As before, a welfare officer may grant assistance in kind where in his opinion there is immediate need, pending the granting of social assistance by the Minister.

A third amendment provides that the regulations requiring an incapacitated adult to be examined by a medical doctor and to produce a medical certificate satisfactory to the Minister before being granted an allowance does not now apply to a female over the age of 55 years.

### **Ontario Labour Relations Act**

The rules of practice and procedure made by the Ontario Labour Relations Board (CRO 236) have been amended by O. Reg. 261/57, gazetted on November 30.

In line with the amendment to the Act which permits the Board to sit in two panels, one under the chairman and the other with the vice-chairman as the presiding officer, the regulations now provide that the decisions, declarations, directions, orders and rulings of the Board may now be signed by the chairman or the vice-chairman.

An employee or group of employees affected by an application for certification who do not wish the applicant to be certified as the bargaining agent are now required to enclose an address for service when filing a desire in writing. Otherwise the Board may dispose of the application without further notice.

Special forms are now prescribed for use in cases where employees are engaging in a wildcat strike. A person applying for a declaration that such a strike is unlawful must use Form 13A and the respondents are required to reply on Form 14A. However, if the strike has been called or

authorized by a trade union or council of trade unions, the older forms, Form 13 and Form 14, are to be used when applying for a declaration or when answering allegations.

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

Some amendments to the regulations under the Ontario Workmen's Compensation Act were gazetted on November 16, to take effect on January 1, 1958.

The pumping or raising and collecting and conveying of petroleum by a person not engaged in the refining of petroleum or in the manufacture of petroleum products has been removed from the list of industries excluded from the collective liability section of the Act. Operating oil and gas wells have also been added to Schedule I, which contains the list of industries in which the employers are liable to contribute to the accident fund.

Schedule I was further amended by changes within classes and by the addition of manufacturing of electric shavers and vacuum cleaners.

### **Ontario Fuel Board Act**

The Ontario Fuel Board, which by O. Reg. 40/55 adopted the code of standards sponsored by the American Standards Association, entitled "American Standard Installation of Gas Piping and Gas Appliances in Buildings" (Z.21.30-1954), except for the section on electrical connection, has issued a new regulation. It requires that the installation, repair, replacement or removal of appliances for use of natural gas, and the piping, fittings and venting of such appliances, comply with that code of standards. The new regulation was approved by O. Reg. 240/57, gazetted on November 7.

### **Saskatchewan Hours of Work Act**

The order exempting the occupation of road maintenance from the requirement to pay overtime after eight hours in the day and 44 in the week has been replaced by a new order approved by O.C. 2169/57 and gazetted on November 29.

Under the new order, all employees of a rural municipality employed solely on road maintenance are exempt from the overtime requirement except those engaged in the storage, servicing or repair of road maintenance equipment. The latter will be now covered by O.C. 1837/55, which permits employees in areas outside the cities in places of employment other than shops, offices and factories to work up to 48 hours a week at the regular rate.

# New Handbook on Canadian Labour Law

A book that brings together some material on Canadian labour law not easily available elsewhere has just been published. It is *Handbook on Canadian Labour Law\** by A. C. Crysler, QC, which has an explanatory subtitle, "Commentary on the Legislation of Canada and its Provinces and the Decisions of the Courts respecting Labour Relations and Trade Unions".

This study of Canadian labour law was originally prepared by the author for the second edition of the *Canadian Encyclopedic Digest* (Ontario) where it appears in Volume 12, at pages 53 to 332, and was confined to federal labour law and the law of the Province of Ontario. For the present publication the original work was expanded to cover the legislation of other provinces and the court cases applying that legislation which are referred to in the footnotes.

The present volume is divided into several parts.

In the introductory pages there is a dissertation entitled "Constitutional Law and Functions of Courts respecting Labour Relations Boards" which is a commentary on the constitutional features in order to explain "the function of courts in labour matters generally and, in particular, the

function of courts in relation to Labour Relations Boards". This is followed by "Table of Cases" referred to in the volume.

The next part is entitled "Supplement" and is meant to supplement the material contained in Volume 12 of the *Canadian Encyclopedic Digest* and contains notes on amendments to labour relations legislation and court decisions in the labour relations field which occurred between the end of 1954 and October 1956.

Next follows the main section entitled "Labour Law" which contains the original material published in Volume 12 of the Digest and is divided into seven parts: Conspiracies or Combinations in Restraint of Trade; Intimidation; Injunctions; Trade Unions; Industrial Standards; Labour Relations; Labour Relations Boards.

Appendix A contains notes on the Quebec Collective Agreement Act and judicial interpretation of that legislation.

For the assistance of readers a general index has been added which links together all parts of this study, namely, the notes on Constitutional Law and Functions of Courts, the material contained in the Supplement, in Labour Law and in Appendix A.

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## Union Membership in U.S. Totals 18½ Million

The average total membership in 1956 of national and international unions with headquarters in the United States, which had agreements with employers in more than one state, was about 18,500,000.

This constitutes a net gain of 3 per cent over a two-year period, in spite of a reported drop in 1955, according to the U.S. Department of Labor.

The figures are based on union reports, supplemented by Bureau of Labor Statistics estimates.

The proportion of union members in the total labour force remained practically unchanged from 1954 at one out of four. Of the 189 unions listed in the Bureau's new directory, 130 had a total of slightly more than 1,000,000 members outside the continental U.S., mainly in Canada.

About 3,400,000 members—less than a fifth of the total union membership in 1956—were women.

The number of white-collar members, on which the Bureau tried to obtain data for the first time, was estimated at about 2,500,000. This represents less than 15 per cent of the total membership of national and international unions. White-collar workers in this case means those employed in professional, technical, sales, and clerical occupations.

Non-manufacturing industries accounted for more than 8,000,000 members, while more than 900,000 were found in federal, state, or local government service.

Membership continues to be concentrated in a few large unions. The six largest unions, each with 500,000 or more members, accounted for one out of every three union members; 146 unions, with less than 100,000 members each, had one-fifth of the total membership.

One hundred and forty-seven unions reported having more than 110,000 collective agreements in force. The total number of agreements now in effect is estimated at more than 125,000, and the number of workers covered at 18,000,000.

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\**Handbook on Canadian Labour Law*, by A. C. Crysler, QC, published by The Carswell Company Limited, Toronto. Pp. 373. \$12.50.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of claims for benefit in October increased 34 per cent. over September's and 90 per cent over October's last year. Claimants on "live" file at month-end increased by 18 per cent, statistics\* show

The number of initial and renewal claims for unemployment insurance benefit in October was 167,363, an increase of 34 per cent over the 124,949 recorded in September and of 90 per cent over the October 1956 total of 87,929.

A total of 268,005 claimants, comprising 198,054 males and 69,951 females, had their unemployment register in the "live" file on October 31. This represents an increase of 41,475 or 18 per cent over the September 30 count of 226,530 (163,433 males and 63,097 females). On October 31, 1956, the totals were 139,377 (88,259 males and 51,118 females). Thus there has been a rise of 128,628 in the number of active claimants this year over last, most of whom are males, the number of females having increased by fewer than 20,000. Claimants at October 31 this year accounted for 6.8 per cent of the estimated insured population for October 1, while for the same dates last year the percentage was 3.7.

Males continue to comprise an increasing proportion of the claimants, 74 per cent on October 31 as against 72 per cent on September 30 and 63 per cent on October 31, 1956. This is related to the high proportion of males in industries such as construction in which activity is currently reduced.

There was a slight increase in the relative importance of claimants coming on the register during the current month, i.e., those on the register four weeks or less. This category accounted for 53.3 per cent of the current total as against 49.0 per cent on September 30. At the upper end of the schedule, i.e., 13 weeks or more on the register, a decline occurred, this group comprising 23.8 per cent on September 30 compared with 20.4 per cent on October 31.

Females make up 37 per cent of the "13 weeks or more" category but only 26 per cent of the total.

Twenty-nine per cent of claimants are "postal", i.e., they report by mail every two weeks as opposed to local claimants who report in person weekly. Thirty-one per cent of males and 25 per cent of females are postal.

Of 152,273 initial and renewal claims adjudicated during October, 118,252 or 77 per cent were considered "entitled to benefit". A considerably higher proportion of renewal claims (93 per cent) are considered "entitled to benefit" than of initial claims (66 per cent), due primarily to the fact that adjudication on a renewal claim does not involve re-examination of a claimant's contribution record. Of the 29,310 initial claims considered "not entitled to benefit" 20,608 or 70 per cent were cases in which the benefit period was not established. Disqualifications on initial, renewal and revised claims totalled 19,930 cases, the chief reasons being: "voluntarily left employment without just cause", 6,655 cases and "not capable of and not available for work" 4,226 cases. A substantial number of disqualifications (1,155 cases) was imposed because separation from employment was due to labour disputes.

The average weekly number of beneficiaries was estimated at 177,500 for October, compared with 166,000 for September and 95,500 for October 1956. The current estimate represents an increase of 86 per cent over last year.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

During October new beneficiaries numbered 104,818, an increase of 18 per cent over the 88,721 cases recorded during September, and of 109 per cent over the 50,123 cases shown for October 1956.

Benefit payments increased by about 20 per cent over September, but were sharply above October 1956 (86 per cent in the case of the number of weeks and 102 per cent in the amount). The larger increase in the amount of benefit is associated with the higher proportion of male claimants, who tend to be concentrated in the higher benefit rates. Payment data are: for October, \$16,331,548 and 780,961 weeks; for September, \$13,809,589 and 663,958 weeks and for October 1956, \$8,066,104 and 420,207 weeks.

The average weekly rate of benefit paid was \$20.91 during October, \$20.80 during September and \$19.20 during October 1956.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October show that insurance books or contribution cards have been issued to 4,694,719 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1957.

At October 31 employers registered numbered 297,736, an increase of 1,010 since September 30.

### Enforcement Statistics

During October 1957, 5,386 investigations were conducted by enforcement officers across Canada. Of these, 4,126 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 66 were miscellaneous investigations. The remaining 1,194 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 91 cases, 25 against employers and 66 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 671\*.

### Unemployment Insurance Fund

Revenue received in October totalled \$22,857,359.01 compared with \$21,655,746.82 in September and \$22,058,882.82 in October 1956. Benefit payments in October amounted to \$16,305,464.48 compared with \$13,786,969.73 in September and \$8,048,372.58 in October 1956. The balance in the fund on October 31 was \$884,800,516.26; on September 30 there was a balance of \$878,248,621.73 and on October 31, 1956, of \$905,858,158.88.

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# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1422, November 8, 1957

(Translation)

**Summary of the facts:** The claimant, married, 26 years of age, worked as an enterer for a textile company in L..... from 1946 to January 20, 1956. She filed a renewal claim for benefit on July 4, 1956, stating that she had been "previously on claim until May 12, 1956," that she had given birth to a baby on June 22 and that she was available for employment in her "former position only". The claim was allowed.

On January 23, 1957, the local office notified her of employment as a burler with her former employer, at a wage of 75 cents an hour, which was the prevailing rate in the district. The claimant, whose previous rate of remuneration was \$1.10 an hour, refused the job, stating that she would accept only employment paying

more than \$1.00 an hour. The local office commented that as more than a year had elapsed since she had separated from her employment, she could not expect to enjoy the privilege of seniority and was considered a new employee, subject to a rate of pay ranging from 75 cents to \$1.00; that her wage would have been determined on the basis of her initial production; and that her chances of obtaining employment at a wage in excess of \$1.00 an hour, save with the same textile company, were non-existent in L.....

On the facts on file, the insurance officer disqualified the claimant from receipt of benefit for a period of six weeks by virtue of section 59(1) (refusal without good cause of suitable employment) and for an indefinite period by virtue of section 54(2) (a) (non-availability).

\*These do not necessarily relate to the investigations conducted during this period.

The claimant appealed to a board of referees, which, after having heard her lawyer on March 12, 1957, unanimously reversed the decisions of the insurance officer. According to the board of referees, the offer of employment at a wage lower than that she had previously earned was premature "in view of the circumstances and the fact that it was in a small locality where the chances of obtaining employment were remote".

The Director of Unemployment Insurance appealed to the Umpire.

**Conclusions:** I have difficulty in understanding the reasons given by the board of referees in support of its decision.

Section 59(3) of the Act states clearly that after a lapse of a reasonable interval from the date on which an insured person becomes unemployed, employment is not unsuitable by the fact that it is not in his usual occupation or at the same wage, provided that the wage offered is not less than the prevailing rate in the district.

What constitutes a lapse of a reasonable interval varies according to the circumstances, but it was certainly not the intent of the Act to permit the claimant to continue to receive benefit after many months of unemployment, when there was work available which she could easily perform, at the prevailing rate of pay in the district.

In my opinion, there was reason to doubt her availability for work from the first day of her claim, when she stated that she would accept employment in her "former position only". Under the circumstances, the local office authorities have certainly been lenient in permitting her to draw benefit for more than six months.

Therefore, I consider that the decisions of the insurance officer were well founded in fact and in law, and the appeal is allowed.

The disqualifications from receipt of benefit previously imposed are reinstated from the date that this decision is communicated to the claimant.

**Decision CUB-1423, November 8, 1957**

*(Translation)*

**Summary of the facts:** The claimant, 31 years of age, who has worked in her occupation as a waitress since 1952, lives in S..... On January 4, 1957, she applied at the local office there for employment as a "head waitress" and filed a claim for benefit, stating that she had worked as such in a restaurant in M....., from October 6 to December 22, 1956; that the

employment was temporary, as she was replacing her brother-in-law, who was ill and had since recovered.

On the same day (January 4), the local office notified her of employment as waitress in a restaurant at S..... She had an interview with the employer and after ascertaining that the work would be as an ordinary waitress, she refused the employment, pointing out that she had been in charge of four women and four men in her last employment.

The insurance officer disqualified her from receipt of benefit for a period of six weeks by virtue of section 59(1)(a) of the Act.

The claimant appealed to a board of referees, which, after having heard her in S....., on February 14, 1957, unanimously maintained the decision of the insurance officer. According to the board of referees, the employment offered was in an occupation similar to her usual occupation and she should have given it a fair trial in the hope of eventually replacing the waitress who was then in charge.

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire, which was granted for the following reasons:

Did the claimant, having eight years of experience as a head waitress and being unemployed since December 22, 1956 only, have good cause to refuse employment as an ordinary waitress requiring no experience as a head waitress and where the possibilities of taking charge were at a minimum?

In her appeal to the Umpire, the claimant contended that the employment was unsuitable and that it was not really worthwhile acquiring experience in a trade if one had always to start over again when recommencing employment in one's occupation.

**Conclusions:** In my opinion, the contention of the claimant is well founded.

It would seem that, according to the remarks of the chairman of the board of referees, the claimant had many years of experience as a head waitress, which was the kind of employment for which she had registered at the local office.

Taking into account the very recent date of her unemployment and the fact that a city of the size of S..... could certainly offer some opportunities of employment of the kind she desired, I do not believe that it was the intent of section 59 of the Act to require her, under penalty of disqualification, to accept employment as an ordinary waitress.

The appeal is allowed.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during November Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 119 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 176 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	92	\$ 869,808.00
Post Office .....	19	238,203.09
Defence Construction (1951) Ltd. ....	1	29,789.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.

## Wage Claims Received and Payments Made during November

During November the sum of \$9,601.91 was collected from 13 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 248 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Morden Man:* Harris Construction Co Ltd, improvements to spillway at dam. *The Pas Man:* Ruchotski Bros, construction of ditches in Pasquia area of Saskatchewan River Reclamation Project. *Grenfell Sask:* Saskatoon Contracting Co Ltd, construction of dam & spillways, Brown Hill Project. *Indian Head Sask:* Beattie Ramsay Construction Co Ltd, construction of control works, Katepwa Lake. *Moosomin Sask:* Saskatoon Contracting Co Ltd, construction of bridge over Pipestone Creek. *Vauhall Alta:* Concrete Constructors Ltd, construction of three precast concrete bridges, Bow River Project; Alex Spate Construction, construction of drop structure on main canal, Bow River Project.

### Central Mortgage and Housing Corporation

*Camp Gagetown N B:* Wheaton Construction Co Ltd, site improvement & planting, DND 44/54. *Chatham N B:* Eastern Landscape Co, site improvement & planting, DND 6/54. *Montreal Que:* Montor Construction Co, \*snow removal, Benny Farm. *Barriefield Ont:* Ball Bros Ltd, completion of apartment bldgs, DND 6/53. *Hamilton Ont:* Danks Construction Ltd, construction of housing units, FP 5/55. *Ottawa Ont:* Dibblee Construction Co Ltd, installation of sanitary sewer connection to service CMHC head office bldg & Forest Products Laboratory. *Prescott Ont:* Ontario Greenwood Corp, construction of housing units, FP 3/56. *Windsor Ont:* Oldcastle Nurseries Ltd, site improvement & planting, FP 3/54. *Edmonton Alta:* J H From Ltd, site improvement & planting, DND 4/53, DND 8/55, & DND 9/55; Sphinx Construction Co, chimney repairs, project 9/49; Herman Van Bruggen, landscaping, project 9/49; Alaskan Heating & Airconditioning, eavestroughing, project 9/49.

### Department of Citizenship and Immigration

*Dauphin Indian Agency Man:* S Warner, construction of Valley River Indian day school with teacher's quarters. *Crooked Lake Indian Agency Sask:* Holterman Construction, installation of toilet & shower accommodation, Cowessess IRS. *Blood Indian Agency Alta:* Town & Country Construction, construction of garage, Blood IRS. *Lesser Slave Lake Indian Agency Alta:* Danbrook & Pelland, supply & installation of water pumping & water treatment equipment & construction of well pit, Jousard IRS. *Skeena River Indian Agency B C:* Stange Construction Co Ltd, construction of power plant bldg & supply & installation of diesel electric generating equipment at school, Lakalsap Indian Reserve No. 9.

## Defence Construction (1951) Limited

*Bouchard Que:* Canadian Pacific Railway Co, \*construction of railway siding at transit bldg. *Shirleys Bay Ont:* Queensview Construction & Development Ltd, construction of accelerator bldg. *Trenton Ont:* Electric Motor Sales & Service, floodlighting of hangars, RCAF Station. *Rivers Man:* Canadian Comstock Co Ltd, connection of additional boiler & equipment, central heating plant, RCAF Station. *Edmonton Alta:* Williams Bros, interior painting of PMQs, Griesbach Barracks. *Comox B C:* Orion Builders Ltd, construction of flight simulator bldg with services, RCAF Station.

### Building and Maintenance

*Barriefield Ont:* McGinnis & O'Connor Ltd, resurfacing of roads, RCEME school. *Camp Shilo Man:* Dry Wall Decorating (Winnipeg) Ltd, interior painting of PMQs; Carlson Decorating Co, interior painting of camp bldgs. *Regina Sask:* A Cadman Ltd, construction of fire curtains in No 7 area, Ordnance Depot. *Camp Waurwright Alta:* Park & Derochie Decorating Co Ltd, interior painting of bldgs, Sicily, Dieppe & Imjen areas.

### Department of Defence Production

*Beaverbank N S:* S W Ferguson Ltd, repairs to roof, operations bldg, RCAF Station. *Cornwallis N S:* S W Ferguson Ltd, interior painting of bldg, HMCS *Cornwallis*; Purves Industrial Sales, repairs to swimming pool equipment, HMCS *Cornwallis*. *Dartmouth N S:* Green's Economiser Ltd, supply & installation of economizers on high pressure boilers, HMCS *Shearwater*. *Halifax N S:* J D Bremner & Son Ltd, renewal of water lines, bldg S-11, HMCS *Stadacona*; Parker Bros Ltd, interior painting of bldgs 6 & 7, Willow Park; Rose Construction Co, removal of snow from DND properties, Nov 1, 1957 to March 31, 1958. *Shearwater N S:* Trynor Construction Co Ltd, paving of road & parking area, new officers quarters, RCN Air Station. *Montreal Que:* Baillargeon & Fournier, removal of snow from DND areas, 1957-1958; Baillargeon & Fournier, removal of snow during 1957-58, Longue Pointe Ordnance Depot; Baillargeon & Fournier, removal of snow from DND areas during 1957-58; Berwil Boiler & Steel Works Ltd, \*relocation of oil tanks, DND area. *Valcartier Que:* Par-Metal Enr, \*installation of wire mesh partitions in bldg, RCE, military camp. *Barriefield Ont:* Kingston Roofing & Flooring Co Ltd, repairing and/or replacing of tiles in rooms of PMQs, Fort Henry Heights. *Camp Borden Ont:* Canadian Comstock Co Ltd, modifications to air conditioning system, Technical Training School, RCAF Station. *Clinton Ont:* Weatherproofing Ltd, repairing of entrances & flashings of manholes of underground steam distribution system, RCAF Station. *Kingston Ont:* English & Mould Ltd, supply & installation of boiler, etc, bldg No 5, Artillery Park. *Shirleys Bay Ont:* Shore & Horowitz Construction Co Ltd, construction of piers and erection of steel tower, DRTE site. *Trenton Ont:* Gingras Construction Co Ltd, construction of lean-to extension, No 7 hangar, RCAF Station; Quinte Machine & Repair Co Ltd, installation of door in ME section, bldg No 113, RCAF Station. *Camp Shilo Man:* Clarks Electric, overhauling of fire alarm system, military camp; Maple Leaf Construction Ltd, repairs to parade squares, military camp. *Portage la Prairie Man:* Tallman Construction Co Ltd, repairs to runways, RCAF Station. *Winnipeg Man:* Fonseca Roofing & Sheet Metal Co, repairs to roof, bldg No 4, Fort Osborne Barracks; West End Contractors & Cabinet Makers Ltd, construction of addition to workshop, central heating plant, RCAF Station. *Saskatoon Sask:* Ches Foulds, \*extension of AFS orderly room bldg, RCAF Station. *Cold Lake Alta:* Poole Construction Co Ltd, construction of foundation for butler bldg, RCAF Station; Gasalls Construction, \*installation of doors in hangars, RCAF Station. *Edmonton Alta:* Bond & Leitch Ltd, repairs to roof & parapet wall, HMCS *Nonsuch*. *Namao Alta:* Grinnell Co of Canada Ltd, supply & installation of gate valves on sprinkler system risers, No 7 Supply Depot, Lancaster Park.

### National Harbours Board

*Halifax N S:* Standard Paving Maritime Ltd, repaving marginal roadway from cold storage plant to pier "B"; Standard Paving Maritime Ltd, paving of portion of pier 9 roadway. *Montreal Que:* P G Lalonde, construction of offices in shed 13. *Quebec Que:* Union des Carrieres & Pavages Ltee, placing of fill for reclamation of land at Brown's Basin; Union des Carrieres & Pavages Ltee, protective rock fill at New Oil Wharf, Wolfe's Cove. *Vancouver B C:* Williams & Williams (Western) Ltd, replacement of metal sash & frames, No 1 Elevator Annex.

## Department of Northern Affairs and National Resources

### (June-October Report)

*Cape Breton Highlands National Park N S:* Wm Matheson & Son, \*installation of electrical service for laundry & comfort station; Taylor's Ltd, installation of plumbing services in comfort station & laundry bldg; G Louis Aker, \*plastering & tile work for laundry & comfort station. *Halifax N S:* Walker & Hall Ltd, landscaping at Citadel; Standard Paving (Maritimes) Ltd, paving at Citadel. *Point Pelee National Park Ont:* S Ward, installation of plumbing & electrical services in four comfort stations. *St Lawrence Islands National Park Ont:* L Evans, \*plastering & tile work for comfort station, Mallorytown Landing; George L Bushfield, installation of plumbing & electrical wiring in comfort station, Mallorytown Landing. *Riding Mountain National Park Man:* Minnedosa Pumping & Heating Ltd, \*installation of plumbing facilities in warden's house, Rossburn; F W Bumstead Ltd, \*installation of plumbing & heating facilities for warden's station, Ochre River. *Prince Albert National Park Sask:* Campbell Plumbing & Heating Ltd, installation of plumbing & heating facilities in bunkhouse. *Banff National Park Alta:* W O Royle, \*installation of steam heating system in bldg, cave & basin; Hingley Terrazzo & Tile Ltd, plastering & laying of floor in cave & basin comfort station; E R Copely, supply & installation of heating system for staff quarters bldg. *Jasper National Park Alta:* H Nielsen Plumbing & Heating, installation of plumbing & heating services in staff quarters bldg; Koebel Co Ltd, \*electrical installations in apartment bldg; Lewis McCook, \*lathing & plastering work in apartment bldg; Crawley & Mohr Ltd, \*application of bonded roof on apartment bldg; Crawley & Mohr Ltd, \*application of bonded roof over promenade deck; Koebel Plumbing & Heating, \*conversion of heating system to oil, Fish Hatcheries Bldg. *Fort Langley B C:* Moore Electric, \*installation of electrical services, No 3 bldg. *Kootenay National Park B C:* Hank's Electric Ltd, \*installation of electrical services in bunkhouse bldg & kitchen-dining hall bldg; Patmore's Plumbing & Heating Co Ltd, installation of plumbing & heating systems in bunkhouse, kitchen & dining hall bldg.

### Northern Ontario Pipe Line Crown Corporation

#### (March-November Report)

*Manitoba-Ontario border to the vicinity of Port Arthur Ont:* The Patricia Transportation Co Ltd, Zechner, Mundt & Co, Harris Construction Co Ltd, clearing of right-of-way; Dutton-Williams Bros Ltd, Morrison-Shivers Ltd, Majestic Contractors Ltd & Assocs, Houston Contracting Co, construction of pipe line. *Winnipeg, Eagle & Kaminitikwia Rivers Ont:* River Construction Corp Ltd, Morrison-Shivers Ltd, Houston Contracting Co, construction of river crossings. *Port Arthur & Kapuskasing Ont:* Nelen Ltd & Assocs, Morrison-Shivers Ltd, River Construction Corp Ltd, Majestic Contractors Ltd, Mannix Co Ltd, construction of pipe line.

### Department of Public Works

*Blue Rocks N S:* Colin R MacDonald Ltd, breakwater reconstruction. *Crescent Beach N S:* Acadia Construction Ltd, repairs to protective works. *Lauzon Que:* Davie Shipbuilding Ltd, scraping & painting of floating caisson & rolling caisson entrance gate, Champlain Dry Dock. *Pointe Basse Que:* La Cie de Construction Arseneau, levelling of wharf. *Pointe au Pic Que:* L'Atelier Mecanique de la Malbaie, wharf repairs. *Tadoussac (Anse-a-l'Eau) Que:* Jean Baptiste Rioux, wharf improvements. *Thetford Mines Que:* Amedee Laflamme & L W Lafleur, addition to public bldg. *Near Brantford Ont:* T C Warwick & Sons Ltd, construction of No 11 school, Six Nations Indian Agency; Cromar Construction Ltd, construction of No 8 school, Six Nations Indian Agency. *Gull Bay Ont:* Alex Zoldy, wharf repairs. *Hamilton Ont:* Quigley Construction Co Ltd, harbour improvements (stage 2), Ship Street Wharf, Terminal No 3. *Mitchell's Bay Ont:* Dean Construction Co Ltd, wharf repairs & improvements. *Moose Factory Ont:* Pulsifer Construction Ltd, construction of four apartment teacherage; Pulsifer Construction Ltd, construction of nurses' residence. *Windsor Ont:* W S Fullerton Construction Co Ltd, replacement of pile clusters. *Morley Alta:* Poole Construction Co Ltd, construction of teachers' residence, Stony Sarcee Indian Agency. *Courtenay River B C:* Larsen & Grieve, renewal of river bank protection. *Deep Bay B C:* Gagne & Son Construction Ltd, boat harbour repairs. *New Westminster B C:* Fraser River Pile Driving Co Ltd, repairs to railway bridge. *Owen Bay B C:* Basarab Construction Co Ltd, float renewal. *Prince Rupert B C:*

Porr Piling (Canada) Ltd, construction of seaplane landing, Seal Cove. *Sooke B C*: Pacific Piledriving Co Ltd, construction of floats. *Whitehorse Y T*: Poole Construction Co Ltd, construction of office bldg, Experimental Farm; Poole Construction Co Ltd, construction of residence, Experimental Farm.

### The St. Lawrence Seaway Authority

*Caughnawaga Que*: Dominion Bridge Co Ltd, raising south end of south span of CPR bridge over St Lawrence River. *Lachine Section Que*: Desourdy Construction Co Ltee, rebuilding of shale rock core of seaway dyke, Station 102-00 to 104-00; Desourdy Construction Co Ltee, placing of impervious material & unwatering of channel below Jacques Cartier Bridge; Desourdy Construction Co Ltee, pumping operations to maintain cofferdam area in dewatered condition, Station 101-00 to 124-00; Desourdy Construction Co Ltee, installation & operation of temporary water supply system for Town of Laprairie & for Fred A Lallemand & Cie; C Duranceau Ltd, decking, paving, railings, lighting, etc, Honore Mercier Bridge extension; Canada Iron Foundries Ltd, supply & installation of gates, operating machines & bulkheads for regulating works, St Lambert, Cote Ste Catherine & Upper Beauharnois Locks; Andex Ltd, supply of materials & construction of bldgs at St Lambert & Cote Ste Catherine Locks; P Baillargeon Ltee, construction of Cote Ste Catherine wharf & water intake for Cote Ste Catherine, Delson & St Constant; Alta Construction Co Ltd, construction of operators bldg for CPR lift bridge; Grant Mills Ltd, first stage construction of Montreal South sewage pumping station; Alta Construction Co Ltd, construction of sewage pumping station, municipality of Laprairie. *Soulanges Section Que*: G M Gest Ltd, installation of electrical system, Upper Beauharnois Lock; Alta Construction Co Ltd, construction of bldgs on Lower Beauharnois Lock; Alta Construction Co Ltd, construction of bldgs for Upper Beauharnois Lock. *International Rapids Section Ont*: C A Pitts, construction of ferry landing & access road, South Cornwall Channel; C A Pitts, construction of turning basin above Lock 19; J Lamontagne Ltee, supply of materials & construction of control houses, operations bldg, pump house & HEPCO staff bldg, Iroquois Lock. *Port Weller Ont*: The J P Porter Co Ltd, rock dredging, Station 0-00 to Lock 1, Welland Ship Canal. *Thousand Islands Section Ont*: Canadian Dredge & Dock Co Ltd, dredging in St Lawrence River. *Ontario & Quebec*: Dominion Structural Steel Co Ltd, supply & installation of bulkheads at all locks.

### Department of Transport

*Cape Race Nfld*: Newhook & Morgan Engineering Ltd, construction of storehouse, pump house & related work. *Torbay Nfld*: Rayner Construction Ltd, additional development at airport. *Brier Island N S*: L E & P E Armstrong, construction of fog alarm bldg & demolition of existing bldg. *Fredericton N B*: A D Ross & Co Ltd, construction of airport lighting facilities. *Cap des Rosiers Que*: Arthur Lafontaine & Fernand Belanger, construction of fog alarm & radio beacon bldg. *Dorval Que*: The Foundation Co of Canada Ltd, completion of Air Terminal Bldg at airport; The Highway Paving Co Ltd, additional development at airport. *Rouyn Que*: D Lamothe Ltd, additional development at airport. *London Ont*: Power Installations (Sarnia) Ltd, installation of additional airport lighting facilities. *Malton Ont*: Whelpton Electric Ltd, installation of additional airport lighting facilities; Bell Construction Co Ltd, installation of additional airport electrical facilities. *Red Lake Ont*: J E Bond Ltd, reconstruction of runway at airport. *Thorold Ont*: Provincial Engineering Ltd, replacement of wire ropes on five fenders, Welland Ship Canal. *Dauphin Man*: R E Forbes & Sons, \*seeding & fertilizing at airport. *Winnipeg Man*: Henry E Gibson & Co Ltd, construction of AASR site & related work at airport. *Saskatoon Sask*: W C Wells Construction Co Ltd, \*alterations to IFR room, Air Terminal Bldg; North West Electric Co Ltd, \*installation of control cables for raytheon AASR site. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, additional development at airport. *Edmonton Alta*: Poole Construction Co Ltd, construction of VHF omni range bldg & related work. *Penticton B C*: City Construction Co Ltd, additional development at airport. *Quesnel B C*: C J Oliver Ltd, construction of radio beacon bldg & related work & alterations to equipment garage. *Terrace B C*: Blakeburn Construction Ltd, installation of hazard beacons & related work at airport.

Two Toronto union locals have marked their 75th anniversaries: Local 27, United Brotherhood of Carpenters and Joiners, and Local 12, Amalgamated Lithographers of America.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, December 1957

A decrease of 0.2 per cent in the consumer price index (1949=100) between November and December 1957, from 123.3 to 123.1, marked the second consecutive month in which the index has declined\*. As in the previous month, the decrease was attributable to a decline in the food index, which was partially offset by increases in the other groups.

The food index decreased 1.2 per cent from 120.2 to 118.8. The same percentage decrease in the food series was registered between October and November, and of the total decrease of 2.4 per cent between October and December, about one-half was seasonal.

Among food items, eggs were down 7 cents a dozen, with bacon, lettuce and imported fresh fruits also registering decreases. Smaller declines were shown for coffee, tea, sugar and margarine. Beef prices increased for the first time since August, and tomatoes and celery were higher in price.

The shelter index rose from 136.3 to 136.7 under the influence of both the rent and home-ownership components.

The clothing index was fractionally higher at 109.9 as the result of small scattered increases.

A 0.1-per-cent rise to 120.6 in the household operation index also reflected scattered price changes, with increases slightly more important than decreases.

A relatively sharp increase in the other commodities and services index from 127.7 to 128.4 was largely due to December prices of 1958 model cars compared with November prices of 1957 models. Gasoline prices were easier while toilet soap was higher.

The index one year earlier (December 1956) was 120.4. Group indexes on that date were: food 117.5, shelter 133.5, clothing 108.6, household operation 118.6 and other commodities and services 122.9.

## City Consumer Price Indexes, November 1957

Consumer price indexes (1949=100) were lower in six of the ten regional cities between the beginning of October and November 1957 while indexes for the other

four regional cities were higher\*. Changes ranged from a decline of 0.7 per cent in Saskatoon-Regina to an increase of 0.5 per cent in Halifax.

Food indexes were lower in all cities except Halifax and Montreal but shelter, clothing, household operation and other commodities and services were generally higher in all regional cities. Sharp decreases in pork prices as well as lower prices for beef were general in all regional cities. Price declines were also reported for sugar, coffee and grapefruit. Significant price increases were limited to those for oranges, lettuce and tomatoes.

Further price decreases were recorded on 1957 model cars while higher prices occurred in most regions for film and pharmaceuticals.

Regional consumer price index point changes between October and November were as follows: Saskatoon-Regina -0.8 to 120.2; Edmonton-Calgary -0.7 to 119.9; Ottawa -0.6 to 124.4; Toronto -0.3 to 126.4; Vancouver -0.2 to 123.6; St. John's -0.1 to 109.8; Halifax +0.6 to 121.2; Montreal +0.5 to 123.8; Winnipeg +0.3 to 121.2; and Saint John +0.1 to 123.4.

## Urban Average Retail Food Prices

In response to widespread demands for such information, the Dominion Bureau of Statistics has begun regular publication of national average urban retail prices for some 60 food items. These figures will be shown each month in a table in the publication *Prices and Price Indexes*† and will appear for the first time in the October issue, released December 11.

This table will provide annual average prices for each of the past three years, the current month, the two previous months, the same month a year ago and two years ago. Single commodity price relatives for the latest month, on the base 1949=100, will also be published.

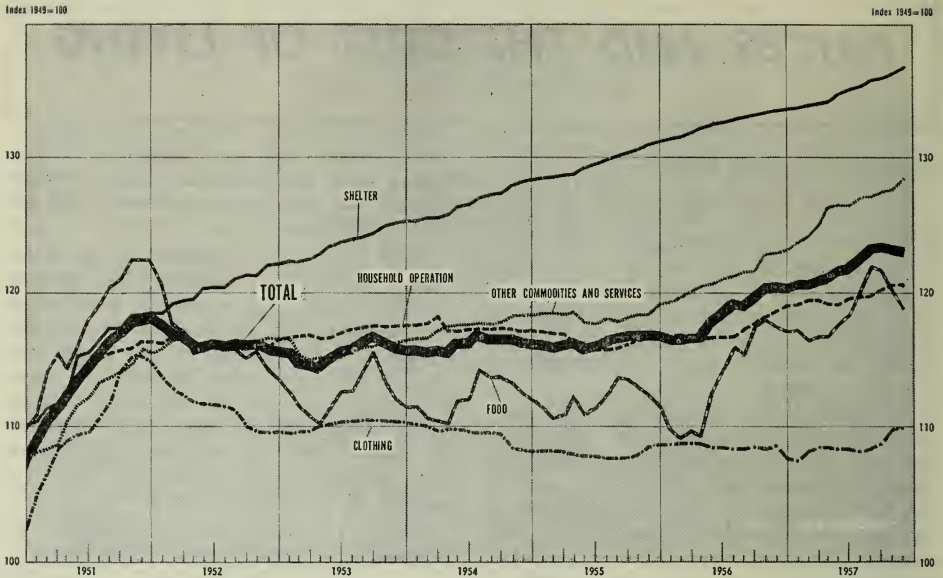
The published prices relate to 33 cities having population of 30,000 or more in 1951, with the monthly average price for each of the items based on approximately 500 quotations. Prices are obtained each

\*See Table F-2 at back of book .

†Obtainable from Superintendent of Government Publications, Queen's Printer, Ottawa, 10 cents.

\*See Table F-1 at back of book.

# CONSUMER PRICE INDEX FROM JANUARY 1951



month from all chain foods companies, a representative sample of independent food stores, and, in the case of bread and milk, from a group of manufacturing bakeries and dairies engaged in sales direct to householders. A sample of independent food stores has been built up using Census of Distribution material and knowledge acquired by DBS field officers engaged in collecting prices.

Revisions of store samples within each city are made continuously in the light of changing store population and merchandising practices. The size of the sample of independent stores ranges from 8 in smaller cities to 20 in major urban centres. Chain store averages are based on prices obtained from a combination of head offices and specific chain store outlets in the larger cities. Use of head office prices is possible because most chain organizations maintain uniform prices in all outlets within a city or region. Some supplementary collection of produce weights and weekend special prices is done in selected chain store outlets in the larger cities.

## Wholesale Prices, November 1957

The general wholesale index (1935-39=100) continued its downward movement between October and November, declining 0.4 per cent from 224.8 to 224.0. The index is 1.1 per cent lower than it was a year ago, whereas in the 12 months ending November 1956 it rose 2.7 per cent.

Six of the eight component groups moved lower during the month, one remained unchanged and one was higher. In each case the change was less than 1 per cent.

Animal products recorded the largest decline, 0.9 per cent, moving down from 232.7 to 230.5. Wood products receded slightly from 299.7 to 297.3, a decrease of 0.8 per cent, as a result of lower prices for spruce, fir, and cedar shingles. Decreases of 0.4 per cent occurred in both textile products and non-ferrous metals, the former dropping from 235.0 to 234.0 and the latter from 169.1 to 168.4. Iron and its products and non-metallic minerals both were 0.2 per cent lower; the former declined from 252.8 to 252.3 and the latter from 189.7 to 189.4.

The only group index which increased from October was vegetable products, which moved up 0.4 per cent from 192.8 to 193.6.

The chemicals group index remained unchanged at 182.5.

**The index of farm products** at terminal markets eased slightly from 200.7 to 199.7 between October and November. In the animal products section a fall of 1.2 per cent from 248.6 to 245.7 reflected losses for raw wool, eggs, hogs and for calves on Eastern markets, which were only partially offset by gains for calves in the West, steers, fluid milk and lambs. Strength was noted in field products, for which the index rose 0.6 per cent from 152.8 to 153.7. Higher prices were reported for flax, potatoes, rye

and Ontario wheat, with Ontario corn and oats showing slightly lower. Regional indexes were both 0.5 per cent lower, the Eastern series declining from 215.6 to 214.6 and the Western from 185.8 to 184.8.

**The residential building materials index** (1935-39=100) receded 1.0 per cent from 291.5 to 288.6 between October and November while the non-residential building materials index (1949=100) eased from 130.2 to 130.0.

#### U.S. Consumer Price Index, November 1957

The United States consumer price index (1947-49=100), after a one-month pause, resumed its climb between mid-October and mid-November 1957, to reach another

high. During the month it rose 0.4 per cent from 121.1 to 121.6.

The mid-November 1957 index was 3.2 per cent higher than the 117.8 of November the year before.

Except for the "no change" recorded between mid-September and mid-October, the index has been rising since mid-August 1956.

#### U.K. Index of Retail Prices, October 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose again between mid-September and mid-October after dropping three tenths of a point the month before. The latest rise was from 106.1 to 107.1, the highest point yet reached since the index was revised. One year earlier the index was 102.7.

## STRIKES AND LOCKOUTS

There were 38 work stoppages in existence during November, causing a total time-loss of 119,125 man-days during the month. Both the number of stoppages and the time-loss have decreased since the previous month. Stoppages numbered 38 compared with 48 and time-loss decreased by slightly less than 10,000 man-days.

The November time-loss figure is the lowest since April 1957\*. During November, however, one major stoppage began—that involving more than 5,000 workers in the British Columbia pulp and paper industry.

Of the 38 work stoppages in progress during November, two accounted for more than two thirds of the time-loss during the

month. These stoppages were the fishermen's strike (18,200 man-days lost) and the strike in the pulp and paper industry (66,780 man-days), both in British Columbia. These two strikes were still in progress at the end of the month.

Thirteen of the 38 work stoppages in progress during November involved one hundred or more workers; six of these stoppages were carried over from previous months, and seven began during November. At the end of the month, four stoppages involving one hundred or more workers were still in progress.

On an industry basis, as will be seen from Table 1, manufacturing had the highest rate for time lost, as a result of the strike in the pulp and paper industry in British Columbia. Time-loss in other industries was comparatively low.

\*Table G-1 at the back of this issue compares the number of strikes and lockouts in existence during the first eleven months of this year with the same months of last year. The approximate number of workers involved and the time-loss resulting are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also indicated.

Table G-2 deals more specifically with the stoppages, involving one hundred or more workers, in existence during November 1957. The approximate time-loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and also the industries in which they took place.

Table 1—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY INDUSTRIES, NOVEMBER 1957

Industry	No. of Strikes	No. of Workers	Time Loss
Manufacturing .....	23	9,305	88,545
Construction .....	5	95	445
Transportation .....	2	64	975
Mining .....	3	1,961	9,785
Trade .....	4	196	1,175
Fishing .....	1	700	18,200

On a provincial basis (Table 2), time-loss in Ontario dropped considerably from last month's figure, mainly as a result of the end on October 28 of the Toronto Plumbers' strike. British Columbia had, in November, the highest rate for time lost as a result of the two stoppages involving large numbers of workers in the fishing and pulp and paper industries. Time-loss in other provinces was comparatively low and in none of these provinces did it exceed 14,000 man-days.

Table 2—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY PROVINCES, NOVEMBER 1957

Provinces	No. of Strikes	No. of Workers	Time Loss
Ontario .....	15	2,615	13,010
Quebec .....	8	874	5,105
British Columbia ....	8	6,634	39,445
Nova Scotia .....	4	2,004	10,080
Manitoba .....	1	12	135
Newfoundland .....	2	182	1,350

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 113

### Commerce

1. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Study of Inter-Latin-American Trade*. New York, United Nations, Department of Economic Affairs, 1957. Pp. 313.

Partial Contents: Characteristics of Inter-Latin-American Trade. Commodity Trade. Latin American Trade Policy. Payments Policy. Maritime Transport in South America.

2. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. TRADE COMMITTEE. *Inter Latin American Trade: Current Problems; Report of the First Session of the Trade Committee of the Economic Commission for Latin America, and Main Background Documents*. New York, Department of Economic and Social Affairs, United Nations, 1957. Pp. 105.

Contents: Pt. 1. Report of the First Session of the Trade Committee of the Economic Commission for Latin America. Pt. 2. Main Background Papers: 1. The Payments System and the Regional Market in Inter-Latin-American Trade. 2. Inter-Latin-American Commodity Trade in 1954 and 1955: Situation and Prospects in 1956. 3. Payments and the Regional Market in Inter-Latin-American Trade.

### Economic Conditions

3. GREAT BRITAIN. CHANCELLOR OF THE EXCHEQUER. *Financial Statement (1957-58)* ... London, H.M.S.O., 1957. Pp. 30.

4. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Productivity, Prices, and Incomes*. Materials prepared for the Joint Economic Committee by the Committee Staff. Washington, G.P.O., 1957. Pp. 281.

Presents data dealing with productivity, prices, wages and profits for the American economy as a whole and for the food products and the metals industries.

### Fringe benefits

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7. CANADA. WOMEN'S BUREAU. *Fact Sheet on Women's Employment in Canada with Available Comparisons with the United States and the United Kingdom*. Ottawa, 1957? Pp. 6.



8. FARMER - LABOUR - TEACHER INSTITUTE. "Local Government." *A Report of the Eleventh Annual Farmer-Labour-Teacher Institute*. Presented by Saskatchewan Occupational Group Council. Regina, 1957. Pp. 11.

9. GOMPERS, SAMUEL. *The American Labor Movement*. Washington, American Federation of Labor, 1954. Pp. 40.

An abstract of the testimony given by Mr. Gompers to the U.S. Commission on Industrial Relations at its hearings in New York City, May 21-23, 1914.

An account of the American Federation of Labor from 1891 to 1914 by its president at that time.

10. INTERPROVINCIAL FARM UNION COUNCIL. *Farmer Labour Economic Aims*. Presented jointly by the Interprovincial Farm Union Council and the Canadian Labour Congress. Ottawa, 1956. Pp. 29.

11. PROVISIONAL UNITED TRADE UNION ORGANISATION. *Planning Full Employment; a Trade Union Approach*. Dublin, Eire, 1956. Pp. 32.

Presents the Irish trade unions' views on measures to be taken to overcome the economic difficulties and to provide for an expansion in the country's economy so as to cut down unemployment, curb emigration, and bring ultimate full employment.

12. TAYLOR, GEORGE WILLIAM, ed. *New Concepts in Wage Determination*, edited by George W. Taylor and Frank C. Pierson. Contributors: Leland Hazard (and others). New York, McGraw-Hill, 1957. Pp. 336.

Partial Contents: An Evaluation of Wage Theory, by Frank C. Pierson. Wage Theory: a Management View, by Leland Hazard. Trade Union Behavior in Wage Bargaining, by Nathaniel Goldfinger and Everett M. Kassalow. Wage Determination Processes, by George W. Taylor. The Task of Contemporary Wage Theory, by John T. Dunlop. The General Level of Wages, by Lloyd G. Reynolds. Labor's Income Share and the Labor Movement, by Clark Kerr.

13. WALKER, KENNETH FREDERICK. *Industrial Relations in Australia*. Cambridge, Harvard University Press, 1956. Pp. 389.

Examines industrial arbitration, including compulsory arbitration, and gives case studies of industrial relations in furniture manufacture, metal mining, meat slaughtering, coal mining, sheep raising, metal trades and stevedoring industries.

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14. NEW SOUTH WALES. DEPARTMENT OF LABOUR AND INDUSTRY. YOUTH WELFARE SECTION. *Vocational Guidance Leaflets*. Sydney, Government Printer, 1955-1956. 35 nos.

Contents: Accountancy. Blacksmithing. Bricklaying. Cabinet Making. Careers for Graduates in the Faculty of Arts. Careers in Local Government. Careers in Photography. Careers in Radio. Choosing a Career. Civil Aviation. Commercial Art. Coppersmithing. Dietetics. Draughtsmanship. Dressmaking.

Electroplating. Footwear Manufacturing Industry. Forestry. Hairdressing. How to Study. Jewellery. Medicine. Office Work for Girls. Painting and Decorating. Printing Trades. Professional Engineering. Rural Training. Salesmanship. The Shipbuilding Industry. Surveying. Teaching. Trade Apprenticeships. University Courses. Upholstery. Youth Welfare Advisory Committee.

## United Nations

15. CANADA. BUREAU OF STATISTICS. *Canadian Mineral Statistics, 1886-1956; Mining Events, 1604-1956*. Ottawa, Queen's Printer, 1957. Pp. 120.

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17. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIVISION. *Allowances for the Totally and Permanently Disabled; Medical Statistics, April 1956 to March 1957*. Ottawa, 1957. Pp. 21.

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19. INTERNATIONAL LABOUR OFFICE. *Social Security Statistics: Development and Uses. Report prepared for the Ninth International Conference of Labour Statisticians (Geneva, April-May 1957)*. Fifth item on the agenda. Geneva, 1957, Pp. 59. At head of title: Report 5.

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21. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Annual Report, 22 April 1956-15 May 1957*. New York, 1957. Pp. 78.

22. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Annual Report, 10 May 1955-15 May 1956*. New York, 1957. Pp. 31.

23. UNITED NATIONS. TRANSPORT AND COMMUNICATIONS COMMISSION. *Report of the Eighth Session, 7-16 January 1957*. New York, 1957. Pp. 18.

24. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Automation*. Melbourne, 1956. Pp. 17.

25. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIVISION. *Services for the Aged in Canada*. Ottawa, 1957. Pp. 43.

Provides information about the organization and sponsorship of services for elderly people in Canada.

26. GREAT BRITAIN. COLONIAL OFFICE. *The Proposed Constitution of Ghana*. London, H.M.S.O., 1957. Pp. 11.

27. GREAT BRITAIN. MINISTRY OF PENSIONS AND NATIONAL INSURANCE. *Report for the Year 1955*. London, H.M.S.O., 1956. Pp. 112.

28. LESSARD, JEAN-CLAUDE. *Transportation in Canada*. Ottawa, Queen's Printer, 1957. Pp. 160.

A Study prepared for the Royal Commission on Canada's Economic Prospects.

"The general purpose of this statistical analysis is considered to be threefold:

1. to bring under one head the estimated total cost of transportation in Canada, both direct and indirect,
2. to analyse the costs of each method of transportation and its relative importance to the total Canadian transportation picture, and

3. to attempt to forecast the behaviour of these costs in the next 25 years."

29. NATIONAL UNEMPLOYMENT INSURANCE COMMISSION ASSOCIATION. *Fourth Triennial Convention Report*. Ottawa? 1955. Pp. 60.

30. RHODE ISLAND. COMMISSION AGAINST DISCRIMINATION. *Annual Report, 1956*. Providence, 1957. Pp. 16.

31. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *The Selective Expansion of Agricultural Production in Latin America; Joint Report of the Economic Commission for Latin America and the Food and Agriculture Organization of the United Nations*. New York, United Nations, 1957. Pp. 69.

Contents: General Review of Agricultural Development in Latin America. Agriculture and Over-All Economic Development. Evolution of Agricultural Production. The Domestic Supply and Demand for Agricultural Commodities. Foreign Trade in Agricultural Products. Trends, Production Policies and Surpluses in Relation to Selected Main Commodities. Production and Demand Prospects for Agricultural Products.

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## Labour in Great Britain in 1956

Labour developments in Great Britain, and the work of the Ministry of Labour and National Service, are described in the Ministry's annual report for 1956, recently published.

The report notes the Ministry's success in quickly finding alternative employment for the considerable number of workers who were displaced during the year in the motor car and certain other manufacturing industries.

Changes in the pattern of demand for labour had checked the postwar trend of falling employment in basic industries and rising employment in manufacturing industries as a whole. The principal industries suffering decreases were textiles, and automobile, radio and electrical appliance manufacturing. Declines in these industries resulted from government measures affecting the domestic market, and import cuts and other difficulties in overseas markets.

Among the basic industries, the coal mining labour force increased by more than 3 000 and, in transport and communications, by more than 9,000. Other industries in which the labour force increased were: building and construction, the distributive trades, and chemical and allied trades.

The changes during 1956 in the manpower demands of a number of industries, and especially the redundancies that occurred in the motor vehicle and certain other manufacturing industries, made necessary a measure of re-employment of labour. A number of employers helped the Ministry by giving early notice of labour redundancies.

As an example of this co-operation, the report describes how, on two separate occasions, employment service staff, working day and night at an automobile factory in offices provided by the firm, interviewed some 1,300 workers who had received three weeks notice, and were able to make offers of alternative employment to most of them before they were discharged.

In addition to the employment service, the report deals with the work of the Youth Employment Service, vocational training centres, and the industrial rehabilitation units for the training of the disabled.

The report also gives statistics on work stoppages due to industrial disputes, the work of conciliation officers, and the activities of wage councils.

# LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force .....	99
Table B-1—Labour Income .....	100
Tables C-1 to C-6—Employment, Hours and Earnings .....	101
Tables D-1 to D-5—Employment Service Statistics .....	106
Tables E-1 to E-4—Unemployment Insurance .....	112
Tables F-1 and F-2—Prices .....	114
Tables G-1 and G-2—Strikes and Lockouts .....	115
Tables H-1 and H-2—Industrial Accidents .....	118

## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 19, 1957**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes .....	6,005	113	465	1,687	2,194	1,048	498
Agricultural .....	754	*	72	163	179	317	19
Non-Agricultural .....	5,251	109	393	1,524	2,015	731	479
Males .....	4,546	95	350	1,298	1,613	816	374
Agricultural .....	716	*	65	160	170	299	18
Non-Agricultural .....	3,830	91	285	1,138	1,443	517	356
Females .....	1,459	18	115	389	581	232	124
Agricultural .....	38	*	*	*	*	18	*
Non-Agricultural .....	1,421	18	108	386	572	214	123
All Ages .....	6,005	113	465	1,687	2,194	1,048	498
14—19 years .....	577	13	51	203	183	91	36
20—24 years .....	744	16	60	239	248	131	50
25—44 years .....	2,766	52	200	773	1,019	483	239
45—64 years .....	1,670	29	132	419	643	295	152
65 years and over .....	248	*	22	53	101	48	21
<i>Persons with Jobs</i>							
All status groups .....	5,797	103	444	1,613	2,128	1,033	476
Males .....	4,369	85	331	1,235	1,558	805	355
Females .....	1,428	18	113	378	570	228	121
Agricultural .....	746	*	71	160	177	316	19
Non-Agricultural .....	5,051	100	373	1,453	1,951	717	457
Paid Workers .....	4,607	87	350	1,312	1,793	659	406
Males .....	3,317	71	251	967	1,270	462	296
Females .....	1,290	16	99	345	523	197	110
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes .....	208	10	21	74	66	15	22
<i>Persons not in the Labour Force</i>							
Both Sexes .....	5,109	153	437	1,465	1,666	900	488
Males .....	978	43	94	254	295	180	112
Females .....	4,131	110	343	1,211	1,371	720	376

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimate in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended October 19, 1957		Week Ended September 21, 1957		Week Ended October 20, 1956	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	228	215	212	199	108	99
Without Jobs.....	208	197	194	184	98	90
Under 1 month.....	87	—	76	—	48	—
1—3 months.....	82	—	83	—	32	—
4—6 months.....	24	—	21	—	*	—
7—12 months.....	10	—	11	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	20	18	18	15	10	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	14	13	13	10	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income**

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1956—Average.....	87	379	93	307	283	41	1,190
1956—October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404R	114	347R	331R	46	1,345R
October.....	98P	401P	116P	346P	335P	46P	1,342P

R—revised; P—preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At September 1, employers in the principal non-agricultural industries reported a total employment of 2,390,160.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1.....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1.....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1.....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.5	68.50	118.6	189.5	158.8	69.81

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1957	Aug. 1 1957	Sept. 1 1956	Sept. 1 1957	Aug. 1 1957	Sept. 1 1956
<b>(a) Provinces</b>						
Newfoundland.....	145.0	150.2	156.1	61.43	62.57	58.34
Prince Edward Island.....	129.9	125.2	127.3	49.54	50.92	46.92
Nova Scotia.....	104.6	105.1	106.9	56.40	56.50	53.25
New Brunswick.....	108.8	109.8	116.7	57.65	57.36	55.91
Quebec.....	125.4	125.0	125.2	65.57	65.58	62.51
Ontario.....	127.4	127.7	123.4	71.09	71.22	67.17
Manitoba.....	116.2	116.3	113.8	65.53	65.22	61.84
Saskatchewan.....	136.2	136.9	131.0	65.67	66.10	63.79
Alberta (including Northwest Territories).....	161.9	163.0	162.5	69.82	69.18	68.22
British Columbia (including Yukon).....	135.5	133.9	131.1	75.04	73.93	70.83
<b>Canada.....</b>	<b>127.6</b>	<b>127.6</b>	<b>125.7</b>	<b>68.50</b>	<b>68.41</b>	<b>65.01</b>
<b>(b) Metropolitan Areas</b>						
St. John's.....	131.3	131.9	134.7	49.74	50.47	47.34
Sydney.....	94.6	93.2	92.8	72.63	72.41	65.41
Halifax.....	118.3	117.3	120.5	54.49	55.31	52.07
Saint John.....	98.2	97.8	101.2	51.15	52.38	49.40
Quebec.....	116.2	115.1	116.1	57.37	56.88	54.04
Sherbrooke.....	105.0	107.6	111.2	54.85	55.92	54.02
Three Rivers.....	123.9	124.9	127.3	62.76	63.38	61.56
Drummondville.....	76.6	75.2	75.9	58.86	56.71	55.64
Montreal.....	127.3	126.1	122.7	66.99	66.74	63.65
Ottawa—Hull.....	122.4	123.0	123.3	62.52	62.73	59.81
Peterborough.....	106.2	106.4	107.5	73.18	74.29	69.42
Oshawa.....	165.7	171.1	168.4	69.40	73.08	73.87
Niagara Falls.....	142.3	132.9	138.0	71.40	73.38	69.21
St. Catharines.....	127.0	125.2	129.7	75.41	78.60	74.13
Toronto.....	133.2	132.8	129.3	71.70	71.53	68.09
Hamilton.....	115.6	117.4	114.7	74.63	75.19	70.72
Brantford.....	86.9	87.9	84.0	63.14	64.18	58.85
Galt.....	118.2	118.4	109.5	60.85	61.15	59.55
Kitchener.....	118.6	117.2	115.5	63.96	63.95	61.78
Sudbury.....	146.6	147.8	143.3	85.51	85.31	77.93
London.....	118.8	119.9	117.7	64.33	64.23	61.87
Sarnia.....	145.5	144.5	137.7	87.67	87.65	82.69
Windsor.....	85.3	97.0	87.1	74.36	74.20	71.53
Sault Ste. Marie.....	145.4	146.0	136.2	88.91	86.32	83.48
Ft. William—Pt. Arthur.....	130.1	129.0	118.5	72.53	72.64	66.71
Winnipeg.....	110.5	110.2	109.5	61.40	61.21	58.40
Regina.....	128.2	127.7	122.7	63.08	65.23	60.31
Saskatoon.....	135.9	135.6	127.9	59.98	60.91	57.13
Edmonton.....	187.9	188.4	187.9	67.06	66.21	66.30
Calgary.....	164.7	168.6	164.0	66.16	65.57	62.61
Vancouver.....	128.2	126.4	123.5	72.44	71.84	68.20
Victoria.....	125.4	124.6	124.8	65.42	64.97	60.91

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1957	Aug. 1 1957	Sept. 1 1956	Sept. 1 1957	Aug. 1 1957	Sept. 1 1956
<b>Mining</b> .....	<b>132.4</b>	<b>131.7</b>	<b>128.6</b>	<b>83.92</b>	<b>83.39</b>	<b>78.01</b>
Metal mining.....	143.2	141.9	132.6	87.07	86.93	80.16
Gold.....	79.2	78.3	76.4	70.37	70.67	70.20
Other metal.....	202.8	201.2	184.6	93.16	92.83	83.98
Fuels.....	109.6	110.0	112.6	82.88	81.66	77.81
Coal.....	59.2	59.7	64.9	66.52	63.80	61.13
Oil and natural gas.....	293.2	293.2	278.4	94.94	94.93	91.32
Non-metal.....	152.5	151.6	159.5	72.77	72.13	70.29
<b>Manufacturing</b> .....	<b>118.6</b>	<b>118.1</b>	<b>118.0</b>	<b>69.81</b>	<b>69.95</b>	<b>66.71</b>
Food and beverages.....	127.8	122.2	123.7	59.93	60.92	56.64
Meat products.....	129.8	130.4	129.9	71.12	69.41	66.09
Canned and preserved fruits and vegetables.....	212.4	161.5	181.6	45.41	47.33	40.67
Grain mill products.....	104.9	104.9	103.4	67.70	65.67	65.25
Bread and other bakery products.....	112.3	112.4	110.8	61.99	61.73	57.83
Biscuits and crackers.....	97.4	96.2	99.0	52.54	52.64	49.87
Distilled and malt liquors.....	110.7	112.0	114.1	79.35	80.56	75.40
Tobacco and tobacco products.....	87.0	87.1	79.6	67.59	68.96	63.94
Rubber products.....	109.1	108.2	116.4	69.68	70.54	68.40
Leather products.....	90.5	88.8	90.2	48.68	47.75	45.76
Boots and shoes (except rubber).....	95.5	94.2	94.1	46.47	45.79	43.64
Textile products (except clothing).....	83.9	83.9	86.5	56.60	55.68	53.90
Cotton yarn and broad woven goods.....	83.1	82.6	90.3	52.69	51.59	51.25
Woolen goods.....	70.8	71.4	74.7	53.88	53.12	51.45
Synthetic textiles and silk.....	85.3	86.3	83.7	63.44	62.07	61.63
Clothing (textile and fur).....	96.0	92.3	93.9	45.45	44.20	44.27
Men's clothing.....	101.6	98.7	101.7	44.27	42.57	43.29
Women's clothing.....	98.5	91.7	93.0	48.06	46.35	46.35
Knit goods.....	80.4	78.2	80.6	44.65	43.86	43.68
Wood products.....	112.3	112.7	117.2	61.12	59.43	58.43
Saw and planing mills.....	114.1	114.9	121.8	62.47	60.72	59.68
Furniture.....	114.9	112.9	113.2	60.30	58.70	57.90
Other wood products.....	99.2	102.0	103.5	55.61	54.17	52.82
Paper products.....	129.3	127.9	129.6	83.13	84.42	80.32
Pulp and paper mills.....	131.4	130.8	133.6	89.01	90.91	86.26
Other paper products.....	124.2	120.8	119.8	67.67	66.93	64.15
Printing, publishing and allied industries.....	119.4	119.6	115.0	75.05	75.21	71.61
Iron and steel products.....	114.3	115.1	113.7	79.26	78.93	75.63
Agricultural implements.....	57.1	61.1	46.7	74.44	76.01	67.47
Fabricated and structural steel.....	181.6	179.4	159.5	80.00	79.34	80.21
Hardware and tools.....	96.8	96.4	108.7	72.35	72.23	70.40
Heating and cooking appliances.....	102.3	101.3	111.2	69.32	68.05	64.43
Iron castings.....	101.5	103.5	103.7	75.94	75.32	72.48
Machinery mfg.....	125.4	125.3	125.4	74.99	75.48	73.41
Primary iron and steel.....	127.7	128.8	127.9	91.93	90.41	86.18
Sheet metal products.....	114.5	114.4	117.1	77.99	77.71	72.46
Transportation equipment.....	136.1	143.2	131.1	76.11	77.34	73.57
Aircraft and parts.....	398.6	396.5	343.0	81.34	81.17	79.37
Motor vehicles.....	108.3	127.5	99.9	77.78	80.20	78.82
Motor vehicle parts and accessories.....	105.3	110.7	113.0	72.55	76.16	72.52
Railroad and rolling stock equipment.....	89.0	92.9	94.8	70.06	72.21	67.12
Shipbuilding and repairing.....	151.8	154.4	147.0	76.07	75.21	69.42
Non-ferrous metal products.....	123.2	122.0	138.0	80.74	80.18	75.87
Aluminum products.....	147.3	141.8	145.5	75.23	75.08	70.51
Brass and copper products.....	108.8	108.3	111.2	75.71	74.34	71.78
Smelting and refining.....	136.6	136.3	165.9	89.06	88.83	82.18
Electrical apparatus and supplies.....	151.2	150.7	155.8	75.34	75.09	72.87
Non-metallic mineral products.....	140.9	139.5	139.5	73.69	73.06	69.62
Clay products.....	109.8	105.6	120.0	68.87	68.29	64.76
Glass and glass products.....	135.9	136.3	136.3	68.43	67.98	65.40
Products of petroleum and coal.....	145.9	146.6	138.5	102.59	100.75	94.11
Chemical products.....	135.8	134.9	129.5	79.50	79.23	74.05
Medicinal and pharmaceutical preparations.....	117.6	114.7	115.6	70.48	69.81	67.75
Acids, alkalis and salts.....	146.2	146.3	135.9	88.34	88.93	83.01
Miscellaneous manufacturing industries.....	114.0	111.8	109.4	60.74	60.76	57.22
<b>Construction</b> .....	<b>157.8</b>	<b>158.4</b>	<b>156.6</b>	<b>75.58</b>	<b>75.14</b>	<b>71.25</b>
Building and general engineering.....	162.5	163.6	164.2	82.95	82.47	77.85
Building.....	163.1	164.9	167.7	80.69	80.44	76.59
Engineering work.....	159.9	158.1	148.8	92.56	91.27	84.01
Highways, bridges and streets.....	150.4	150.1	144.5	62.84	62.38	59.21
<b>Service</b> .....	<b>139.8</b>	<b>140.8</b>	<b>134.4</b>	<b>45.31</b>	<b>45.15</b>	<b>42.37</b>
Hotels and restaurants.....	136.7	138.1	131.8	37.20	37.05	35.25
Laundries and dry cleaning plants.....	114.4	115.7	112.8	41.92	41.44	39.22
Other service.....	183.3	182.7	172.1	66.95	67.34	62.89
<b>Industrial composite</b> .....	<b>127.6</b>	<b>127.6</b>	<b>125.7</b>	<b>68.50</b>	<b>68.41</b>	<b>65.01</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)  
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1957	Sept. 1, 1957	Oct. 1, 1956	Oct. 1, 1957	Sept. 1, 1957	Oct. 1, 1956
Newfoundland.....	42.3	41.3	40.6	154.4	153.8	143.7
Nova Scotia.....	41.6	41.1	41.4	145.9	143.7	136.2
New Brunswick.....	41.4	41.5	42.2	141.5	137.2	136.7
Quebec.....	41.4	41.9	43.0	145.9	143.7	139.2
Ontario.....	40.6	40.2	41.1	167.6	167.4	160.7
Manitoba.....	40.1	40.0	40.9	150.7	149.8	144.7
Saskatchewan.....	39.4	39.9	40.0	168.8	169.5	157.7
Alberta (1).....	39.6	40.2	40.0	167.8	167.4	157.6
British Columbia (2).....	38.2	38.0	38.9	191.9	190.1	181.9

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957(1).....	40.7	160.5	65.32	156.6	123.4	126.9

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(1) Latest figures subject to revision.



**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1 1957	Sept. 1 1957	Oct. 1 1956	Oct. 1 1957	Sept. 1 1957	Oct. 1 1956	Oct. 1 1957	Sept. 1 1957	Oct. 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining .....	43.0	42.4	43.6	189.2	188.0	176.2	81.36	79.71	76.82
Metal mining .....	43.3	42.9	43.7	197.0	196.2	183.5	85.30	84.17	80.19
Gold .....	42.6	41.9	42.8	157.9	157.5	156.2	67.27	65.99	66.85
Other metal .....	43.5	43.3	44.1	212.3	211.0	194.1	92.35	91.36	85.60
Fuels .....	41.6	40.9	43.1	180.5	179.5	168.6	75.09	73.42	72.67
Coal .....	40.5	39.6	41.8	164.8	163.8	149.4	66.74	64.86	62.45
Oil and natural gas .....	43.5	42.9	45.6	206.4	204.2	202.1	89.78	87.60	92.16
Non-metal .....	44.0	43.0	43.8	169.2	165.6	159.6	74.45	71.21	69.90
Manufacturing .....	40.7	40.6	41.5	160.5	159.5	153.3	65.32	64.76	63.62
Food and beverages .....	41.0	41.0	40.9	133.6	133.8	126.5	54.78	54.86	51.74
Meat products .....	41.0	40.6	39.6	168.4	167.5	156.2	67.53	68.01	61.86
Canned and preserved fruits and vegetables .....	42.5	40.4	41.2	103.7	102.7	99.3	44.07	41.49	40.91
Grain mill products .....	42.5	41.9	43.8	152.8	150.9	143.4	64.94	63.23	62.81
Bread and other bakery products .....	42.7	43.8	43.0	128.9	129.9	121.0	55.04	56.90	52.03
Distilled and malt liquors .....	40.2	40.0	40.6	183.1	183.1	168.4	73.61	73.24	68.37
Tobacco and tobacco products .....	39.2	39.8	40.3	155.3	156.0	147.8	60.88	62.09	59.56
Rubber products .....	40.7	39.0	41.6	166.8	164.5	159.1	67.89	64.16	66.19
Leather products .....	39.6	40.5	40.6	111.9	110.6	105.7	44.31	44.79	42.91
Boots and shoes (except rubber) .....	39.0	40.2	40.1	107.6	107.2	102.0	41.96	43.09	40.90
Textile products (except clothing) .....	41.9	42.0	42.5	122.3	121.6	112.9	51.24	51.07	49.48
Cotton yarn and broad woven goods .....	39.7	39.6	40.3	122.0	121.8	118.9	48.43	48.23	47.92
Woolen goods .....	42.1	43.1	43.9	114.9	114.2	108.6	48.37	49.22	47.68
Synthetic textiles and silk .....	44.7	44.6	44.4	128.6	129.2	125.3	57.48	57.62	55.63
Clothing (textile and fur) .....	36.8	38.7	39.9	105.1	105.5	103.4	38.68	40.83	41.26
Men's clothing .....	35.7	37.9	39.6	105.9	106.3	103.1	37.81	40.29	40.83
Women's clothing .....	33.6	37.7	38.5	111.5	114.0	110.9	37.46	42.98	42.70
Knit goods .....	40.4	40.7	41.3	101.4	100.0	99.1	40.97	40.70	40.93
*Wood products .....	41.7	41.5	42.5	143.2	141.8	136.4	59.71	58.85	57.97
Saw and planing mills .....	40.7	40.5	41.4	152.8	150.8	144.9	62.19	61.07	59.99
Furniture .....	43.9	43.6	44.8	130.4	130.1	125.2	57.25	56.72	56.09
Other wood products .....	42.2	42.2	43.1	123.7	123.1	117.8	52.20	51.95	50.77
Paper products .....	41.6	41.4	42.6	189.2	188.3	181.2	78.71	77.96	77.19
Pulp and paper mills .....	41.6	41.3	42.6	204.1	202.5	194.4	84.91	83.63	82.81
Other paper products .....	41.8	41.8	42.6	146.6	146.8	140.6	61.28	61.36	59.90
Printing, publishing and allied industries .....	40.2	40.2	40.7	190.0	187.7	181.7	76.38	75.46	73.95
*Iron and steel products .....	41.1	40.9	42.5	185.7	185.5	176.8	76.32	75.87	75.14
Agricultural implements .....	39.5	37.2	39.5	177.2	171.5	162.5	69.99	63.80	64.19
Fabricated and structural steel .....	41.8	41.2	43.1	184.5	182.2	175.8	77.12	75.07	75.77
Hardware and tools .....	41.1	41.0	42.2	165.7	164.5	159.3	68.10	67.45	67.22
Heating and cooking appliances .....	42.2	41.5	43.8	159.3	157.3	150.2	67.22	65.28	65.79
Iron castings .....	41.0	41.0	42.9	179.1	177.5	170.9	73.43	72.78	73.32
Machinery manufacturing .....	41.8	41.5	44.1	173.3	172.3	166.5	72.44	71.50	73.43
Primary iron and steel .....	40.4	40.6	41.3	218.9	219.5	209.1	88.44	89.12	85.12
Sheet metal products .....	40.9	41.3	42.2	178.1	180.7	166.0	72.84	74.63	71.32
*Transportation equipment .....	40.0	38.6	40.2	183.1	182.1	176.8	73.24	70.29	71.07
Aircraft and parts .....	41.0	40.8	42.1	183.7	182.2	181.3	75.32	74.34	76.33
Motor vehicles .....	35.5	34.2	37.8	201.6	197.1	192.7	71.57	67.41	72.84
Motor vehicle parts and accessories .....	39.1	36.1	38.8	183.9	182.4	177.5	71.90	65.85	68.87
Railroad and rolling stock equipment .....	40.1	38.3	40.0	178.5	178.7	172.0	71.58	68.44	68.80
Shipbuilding and repairing .....	42.4	42.3	42.0	178.8	176.9	167.1	75.81	74.83	70.18
*Non-ferrous metal products .....	40.7	40.6	41.3	185.9	184.8	176.0	75.66	75.03	72.69
Aluminum products .....	42.4	41.2	41.1	158.9	157.5	148.9	67.37	64.89	61.20
Brass and copper products .....	41.6	41.5	42.5	173.1	171.6	163.5	72.01	71.21	69.49
Smelting and refining .....	40.1	40.3	40.9	204.0	205.4	192.6	81.80	82.78	78.77
*Electrical apparatus and supplies .....	40.8	40.5	41.4	166.8	165.6	160.6	68.05	67.07	66.49
Heavy electrical machinery and equipment .....	40.7	40.2	41.6	187.1	185.5	177.9	76.15	74.57	74.01
Radios and radio parts .....	40.5	40.7	40.7	145.7	145.2	136.8	59.01	59.10	55.68
Batteries .....	42.2	41.8	42.2	162.8	163.0	157.8	68.70	68.13	66.59
Refrigerators, vacuum cleaners and appliances .....	40.4	39.3	39.3	172.1	169.2	169.9	69.53	66.50	66.77
Miscellaneous electrical products .....	40.5	40.7	42.3	154.6	154.8	151.8	62.61	63.00	64.21
Wire and cable .....	42.9	41.7	42.7	185.1	183.4	177.6	79.41	76.48	75.84
*Non-metallic mineral products .....	43.6	43.5	44.1	161.8	161.0	154.1	70.54	70.04	67.96
Clay products .....	42.8	43.0	43.5	151.7	150.0	143.8	64.93	64.50	62.55
Glass and glass products .....	41.9	41.7	41.8	157.2	155.9	152.4	65.87	65.01	63.70
Products of petroleum and coal .....	41.5	42.1	40.4	225.1	224.9	209.4	93.42	94.68	84.60
Chemical products .....	40.9	40.5	41.3	175.8	173.5	161.7	71.90	70.27	67.78
Medicinal and pharmaceutical preparations .....	40.9	40.6	41.9	135.9	134.5	130.0	55.58	54.61	54.47
Acids, alkalis and salts .....	41.4	40.0	41.3	204.6	200.6	187.2	84.70	80.24	77.31
Miscellaneous manufacturing industries .....	41.3	41.2	42.2	131.1	131.0	123.2	54.14	53.97	51.99
*Durable goods .....	41.0	40.5	41.8	174.1	173.1	166.2	71.38	70.11	69.47
Non-durable goods .....	40.4	40.6	41.3	146.8	145.9	139.6	59.31	59.24	57.65
Construction .....	43.5	43.2	44.1	176.5	174.5	166.4	76.78	75.38	73.38
Building and general engineering .....	43.3	43.1	44.1	191.8	189.9	179.8	83.05	81.85	79.34
Highways, bridges and streets .....	43.7	43.2	44.2	144.1	142.6	135.8	62.97	61.60	60.02
Electric and motor transportation .....	44.5	45.0	44.5	159.5	160.0	153.6	70.98	72.00	68.35
Service .....	39.7	40.1	40.3	94.5	91.7	89.7	37.52	36.77	36.15
Hotels and restaurants .....	39.8	40.6	40.4	93.5	89.7	89.3	37.21	36.42	36.08
Laundries and dry cleaning plants .....	40.0	39.6	40.9	91.4	90.8	85.8	36.56	35.96	35.09

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
December 1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
December 1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
December 1, 1953.....	15,446	11,868	27,314	241,094	74,513	315,607
December 1, 1954.....	16,104	10,504	26,608	255,811	85,229	341,040
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957 (1).....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957 (1).....	13,327	11,209	24,536	327,335	107,201	434,536

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX  
AS AT OCTOBER 31, 1957 <sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Sept. 30 1957	Oct. 31 1956
<b>Agriculture, Fishing, Trapping</b> .....	<b>365</b>	<b>92</b>	<b>457</b>	- <b>1,406</b>	- <b>622</b>
<b>Forestry</b> .....	<b>568</b>	<b>16</b>	<b>584</b>	- <b>221</b>	- <b>10,508</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>629</b>	<b>35</b>	<b>664</b>	+ <b>49</b>	- <b>644</b>
Metal Mining.....	234	13	247	+ 45	- 477
Fuels.....	330	14	344	- 14	- 126
Non-Metal Mining.....	32	1	33	+ 15	- 18
Quarrying, Clay and Sand Pits.....	5	2	7	+ 3	- 12
Prospecting.....	28	5	33	0	- 11
<b>Manufacturing</b> .....	<b>2,307</b>	<b>1,661</b>	<b>3,968</b>	- <b>1,781</b>	- <b>4,922</b>
Foods and Beverages.....	149	145	294	- 724	- 516
Tobacco and Tobacco Products.....	15	20	35	+ 16	+ 9
Rubber Products.....	7	11	18	- 8	- 47
Leather Products.....	37	78	115	- 102	- 182
Textile Products (except clothing).....	94	91	185	- 84	- 369
Clothing (textile and fur).....	83	770	853	- 284	- 841
Wood Products.....	191	43	234	- 99	- 426
Paper Products.....	80	44	124	- 40	- 152
Printing, Publishing and Allied Industries.....	118	87	205	- 30	- 93
Iron and Steel Products.....	460	63	523	- 33	- 740
Transportation Equipment.....	529	51	580	- 73	- 688
Non-Ferrous Metal Products.....	97	47	144	- 39	- 126
Electrical Apparatus and Supplies.....	238	89	327	- 33	- 235
Non-Metallic Mineral Products.....	43	23	66	- 12	- 106
Products of Petroleum and Coal.....	18	6	24	- 9	- 33
Chemical Products.....	111	42	153	- 123	- 162
Miscellaneous Manufacturing Industries.....	37	51	88	- 104	- 215
<b>Construction</b> .....	<b>1,597</b>	<b>78</b>	<b>1,675</b>	- <b>1,112</b>	- <b>2,856</b>
General Contractors.....	1,097	35	1,132	- 817	- 2,128
Special Trade Contractors.....	500	43	543	- 295	- 728
<b>Transportation, Storage and Communication</b> .....	<b>334</b>	<b>180</b>	<b>514</b>	- <b>365</b>	- <b>1,779</b>
Transportation.....	245	79	324	- 287	- 1,371
Storage.....	32	14	46	- 23	- 37
Communication.....	57	87	144	- 55	- 371
<b>Public Utility Operation</b> .....	<b>112</b>	<b>30</b>	<b>142</b>	- <b>59</b>	- <b>137</b>
<b>Trade</b> .....	<b>1,519</b>	<b>1,763</b>	<b>3,282</b>	- <b>1,380</b>	- <b>3,001</b>
Wholesale.....	461	246	707	- 257	- 1,007
Retail.....	1,058	1,517	2,575	- 1,123	- 1,994
<b>Finance, Insurance and Real Estate</b> .....	<b>533</b>	<b>311</b>	<b>844</b>	- <b>149</b>	- <b>612</b>
<b>Service</b> .....	<b>1,683</b>	<b>6,717</b>	<b>8,400</b>	- <b>1,419</b>	- <b>4,401</b>
Community or Public Service.....	358	1,249	1,607	- 41	- 426
Government Service.....	724	324	1,048	+ 41	- 650
Recreation Service.....	49	79	128	- 34	- 272
Business Service.....	252	240	492	- 105	- 495
Personal Service.....	300	4,825	5,125	- 1,280	- 2,558
<b>Grand Total</b> .....	<b>9,647</b>	<b>10,883</b>	<b>20,530</b>	- <b>7,843</b>	- <b>29,482</b>

<sup>(1)</sup> Preliminary—subject to revision.  
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT OCTOBER 31, 1957 (1)**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies(2)			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial workers.....	1,353	859	2,212	5,515	1,404	6,919
Clerical workers.....	984	1,993	2,977	10,866	28,082	38,948
Sales workers.....	845	987	1,832	4,505	9,807	14,312
Personal and domestic service workers...	637	5,520	6,157	23,701	15,096	38,797
Seamen.....	1	.....	1	1,172	3	1,175
Agriculture and fishing.....	351	8	359	1,894	228	2,122
Skilled and semiskilled workers.....	4,038	1,244	5,282	98,571	16,235	114,806
Food and kindred products (inc. tobacco).....	35	15	50	954	465	1,419
Textiles, clothing, etc.....	75	938	1,013	3,228	9,882	13,110
Lumber and lumber products.....	533	4	537	11,689	173	11,862
Pulp, paper (inc. printing).....	58	8	66	836	422	1,258
Leather and leather products.....	19	48	67	991	1,065	2,056
Stone, clay and glass products.....	12	.....	12	271	48	319
Metalworking.....	514	19	533	13,484	898	14,382
Electrical.....	113	14	127	1,910	1,025	2,935
Transportation equipment.....	.....	.....	.....	1,022	35	1,057
Mining.....	98	.....	98	1,196	.....	1,196
Construction.....	891	.....	891	22,495	3	22,498
Transportation (except seamen).....	550	13	563	16,702	96	16,798
Communications and public utility.....	43	.....	43	433	3	436
Trade and service.....	127	146	273	2,906	1,193	4,099
Other skilled and semiskilled.....	801	34	835	15,414	687	16,101
Foremen.....	39	5	44	2,083	233	2,316
Apprentices.....	80	.....	80	2,977	7	2,984
Unskilled workers.....	1,542	435	1,977	72,225	15,726	87,951
Food and tobacco.....	36	94	130	2,397	3,085	5,482
Lumber and lumber products.....	56	1	57	9,827	570	10,403
Metalworking.....	78	7	85	5,621	468	6,089
Construction.....	505	.....	505	31,052	1	31,053
Other unskilled workers.....	867	333	1,200	23,323	11,596	34,924
<b>Grand Total.....</b>	<b>9,751</b>	<b>11,046</b>	<b>20,797</b>	<b>218,449</b>	<b>86,581</b>	<b>305,030</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 31, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) Oct. 31, 1957	Previous Month Oct. 3, 1957	Previous Year Nov. 1, 1956	(1) Oct. 31, 1957	Previous Month Oct. 3, 1957	Previous Year Nov. 1, 1956
<b>Newfoundland</b> .....	<b>214</b>	<b>149</b>	<b>626</b>	<b>7,253</b>	<b>5,333</b>	<b>4,050</b>
Corner Brook.....		32	11	1,457	1,017	990
Grand Falls.....	5	3	78	1,022	734	420
St. John's.....	209	114	537	4,774	3,582	2,640
<b>Prince Edward Island</b> .....	<b>156</b>	<b>761</b>	<b>166</b>	<b>1,065</b>	<b>965</b>	<b>836</b>
Charlottetown.....	95	134	112	660	630	594
Summerside.....	61	627	54	405	335	242
<b>Nova Scotia</b> .....	<b>1,009</b>	<b>976</b>	<b>1,356</b>	<b>12,007</b>	<b>10,636</b>	<b>8,022</b>
Amherst.....	17	16	19	474	423	306
Bridgewater.....	12	14	31	561	504	285
Halifax.....	502	554	767	3,427	3,146	2,543
Inverness.....				263	273	185
Kentville.....	51	87	184	862	723	483
Liverpool.....	7	8	171	354	249	190
New Glasgow.....	78	47	92	1,575	1,562	962
Springhill.....			9	578	478	192
Sydney.....	230	171	34	2,026	1,887	1,787
Truro.....	30	23	66	829	640	497
Yarmouth.....	82	56	13	1,058	751	592
<b>New Brunswick</b> .....	<b>765</b>	<b>752</b>	<b>1,659</b>	<b>13,554</b>	<b>10,396</b>	<b>7,494</b>
Bathurst.....	5	7	16	959	711	477
Campbellton.....	24	35	93	910	682	345
Edmundston.....	22	9	40	753	429	328
Fredericton.....	127	157	380	963	804	500
Minto.....	27	14	243	435	400	232
Moncton.....	399	288	598	3,165	2,254	1,948
Newcastle.....	6	7	18	1,277	928	618
Saint John.....	119	200	185	2,726	2,578	2,144
St. Stephen.....	17	6	17	1,496	989	502
Sussex.....	7	8	36	317	292	205
Woodstock.....	12	21	63	553	329	195
<b>Quebec</b> .....	<b>5,233</b>	<b>7,055</b>	<b>17,758</b>	<b>83,705</b>	<b>70,612</b>	<b>49,364</b>
Asbestos.....		65	30	456	359	304
Beauharnois.....	28	41	41	488	404	261
Buckingham.....	9	15	26	450	457	427
Causapscal.....	244	105	436	907	655	445
Chandler.....	3	4	19	358	185	149
Chicoutimi.....	96	71	639	1,113	1,155	560
Dolbeau.....	15	6	330	774	715	187
Drummondville.....	54	70	45	1,395	1,160	906
Farnham.....	14	348	92	581	447	366
Forestville.....	23	69	1,490	298	225	198
Gaspé.....	2	1	25	289	122	117
Granby.....	28	39	55	1,403	779	729
Hull.....	44	45	69	1,720	1,548	1,120
Joliette.....	75	71	195	1,738	1,421	1,096
Jonquiere.....	70	51	215	1,299	1,561	640
Lachute.....	16	15	56	400	342	309
La Malbaie.....	17	22		400	329	227
La Tuque.....	113	112	1,826	570	332	307
Levis.....	102	146	132	1,484	1,323	915
Louiseville.....	27	23	125	608	497	278
Magog.....	3	1	16	536	490	351
Maniwaki.....	3	9	10	401	251	107
Matane.....	4	3	483	608	394	155
Mégantic.....		23	23	551	482	251
Mont-Laurier.....	7	13	17	330	296	234
Montmagny.....		18	27	845	658	385
Montreal.....	2,416	3,511	6,211	29,540	25,618	17,331
New Richmond.....	12	7	16	427	359	163
Port Alfred.....	22	46	38	316	348	271
Quebec.....	440	506	917	7,246	6,260	5,488
Rimouski.....	61	59	301	1,392	976	565
Rivière du Loup.....	14	43	72	1,248	712	647
Roberval.....	11	51	131	2,690	535	184
Rouyn.....	82	91	395	2,208	1,824	794
Ste. Agathe.....	19	19	11	363	219	230
Ste. Anne de Bellevue.....	77	68	128	416	280	256
Ste. Thérèse.....	36	42	116	810	654	509
St. Georges Est.....	80	139	434	1,147	875	779
St. Hyacinthe.....	24	88	46	932	921	925
St. Jean.....	54	83	93	997	825	734
St. Jérôme.....	20	36	58	745	598	641
Sept Îles.....	142	160	423	389	355	164
Shawinigan Falls.....	35	42	160	2,235	1,953	1,357
Sherbrooke.....	108	144	144	3,080	2,804	1,763
Sorel.....	191	157	108	944	926	776

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT OCTOBER 31, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	( <sup>1</sup> ) Oct. 31, 1957	Previous Month Oct. 3 1957	Previous Year Nov. 1, 1956	( <sup>1</sup> ) Oct. 31, 1957	Previous Month Oct. 3, 1957	Previous Year Nov. 1, 1956
<b>Quebec—Con.</b>						
Thetford Mines.....	69	45	66	802	778	559
Trois-Rivières.....	164	157	455	2,519	1,889	1,557
Val d'Or.....	8	3	597	1,870	1,625	650
Valleyfield.....	26	43	118	1,059	880	629
Victoriaville.....	32	36	40	1,343	986	834
Ville d'Alma.....	84	93	228	995	829	534
<b>Ontario.</b>	<b>7,514</b>	<b>8,574</b>	<b>16,121</b>	<b>111,968</b>	<b>112,347</b>	<b>62,322</b>
Amprior.....	29	32	69	252	162	96
Barrie.....	20	42	60	685	724	469
Belleville.....	13	15	20	948	820	498
Bracebridge.....	45	100	84	563	389	286
Brampton.....	13	27	55	537	522	241
Brantford.....	61	80	93	2,496	2,643	2,015
Brockville.....	15	25	41	249	205	137
Carleton Place.....	15	18	7	161	113	81
Chatham.....	117	93	119	1,782	1,676	1,085
Cobourg.....	2	27	8	596	608	506
Collingwood.....	11	20	14	410	319	303
Cornwall.....	180	191	174	1,906	1,376	1,126
Fort Erie.....	6	12	12	380	322	252
Fort Frances.....	19	24	55	285	147	89
Fort William.....	103	191	700	1,065	827	589
Galt.....	50	160	111	1,471	1,449	435
Gananoque.....	3	7	5	177	178	140
Goderich.....	22	26	36	295	256	217
Guelph.....	91	88	122	1,141	1,164	632
Hamilton.....	448	552	1,102	8,712	9,097	5,159
Hawkesbury.....	8	14	24	417	324	261
Ingersoll.....	38	43	40	455	490	297
Kapuskasing.....	19	34	306	815	505	147
Kenora.....	23	72	136	291	188	159
Kingston.....	136	158	110	1,091	1,068	625
Kirkland Lake.....	51	59	244	674	428	319
Kitchener.....	67	91	150	1,645	1,685	562
Leamington.....	29	40	19	875	759	615
Lindsay.....	20	18	37	409	557	233
Listowel.....	23	29	47	203	152	76
London.....	456	480	770	3,441	3,005	2,316
Long Branch.....	106	93	235	2,468	2,369	1,274
Midland.....	14	14	20	441	415	232
Napanee.....	6	3	12	302	264	158
Newmarket.....	31	36	124	581	513	303
Niagara Falls.....	72	125	119	1,298	827	617
North Bay.....	11	13	73	1,123	925	358
Oakville.....	108	120	339	537	1,032	215
Orillia.....	13	16	23	588	533	290
Oshawa.....	260	41	348	3,515	9,175	2,062
Ottawa.....	790	960	1,248	3,121	2,873	2,106
Owen Sound.....	12	22	62	1,033	795	584
Parry Sound.....	2	3	.....	155	128	58
Pembroke.....	121	116	245	1,079	807	581
Perth.....	23	27	27	357	296	119
Peterborough.....	54	68	177	2,111	2,123	1,154
Pictou.....	15	13	11	233	137	205
Port Arthur.....	102	127	777	2,442	1,577	717
Port Colborne.....	19	14	19	481	419	240
Prescott.....	19	47	18	376	366	154
Renfrew.....	16	10	21	339	277	179
St. Catharines.....	124	191	134	2,755	2,842	1,352
St. Thomas.....	56	76	137	608	573	356
Sarnia.....	69	102	117	1,591	1,291	889
Sault Ste. Marie.....	204	228	520	1,229	1,099	543
Simcoe.....	39	65	56	726	620	328
Sioux Lookout.....	9	15	64	120	73	56
Smiths Falls.....	8	14	5	246	199	142
Stratford.....	23	41	52	562	552	277
Sturgeon Falls.....	2	4	8	741	477	261
Sudbury.....	422	318	285	2,527	1,979	831
Timmins.....	17	50	741	1,430	1,073	576
Toronto.....	2,177	2,345	4,639	28,506	26,842	13,392
Trenton.....	75	65	72	439	387	378
Walkerton.....	39	67	61	242	223	127
Wallaceburg.....	8	11	12	359	580	283
Welland.....	34	49	107	1,456	1,342	461
Weston.....	166	170	173	1,599	1,629	804
Windsor.....	107	113	244	9,123	11,818	9,391
Woodstock.....	10	14	26	702	739	303

**TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS AT OCTOBER 31, 1957**

(Source: U.I.C. 757)

Office	Unfiled Vacancies <sup>(2)</sup>			Registrations		
	(1) Oct. 31, 1957	Previous Month Oct. 3, 1957	Previous Year Nov. 1, 1956	(1) Oct. 31, 1957	Previous Month Oct. 3, 1957	Previous Year Nov. 1, 1956
<b>Manitoba</b> .....	<b>1,696</b>	<b>2,353</b>	<b>3,031</b>	<b>10,873</b>	<b>8,426</b>	<b>7,857</b>
Brandon.....	192	317	295	851	680	496
Dauphin.....	18	35	25	379	225	189
Flin Flon.....	19	52	77	199	144	158
Portage la Prairie.....	18	33	37	418	293	271
The Pas.....	40	54	9	122	73	102
Winnipeg.....	1,409	1,862	2,588	8,904	7,011	6,641
<b>Saskatchewan</b> .....	<b>815</b>	<b>1,128</b>	<b>1,653</b>	<b>6,583</b>	<b>4,411</b>	<b>4,029</b>
Estevan.....	40	71	105	195	102	111
Moose Jaw.....	149	204	306	654	509	435
North Battleford.....	51	54	102	495	310	220
Prince Albert.....	68	129	76	852	576	557
Regina.....	208	277	369	1,674	1,161	1,059
Saskatoon.....	161	215	267	1,508	1,065	1,037
Swift Current.....	27	45	145	307	167	172
Weyburn.....	50	43	118	152	79	74
Yorkton.....	61	90	165	746	442	364
<b>Alberta</b> .....	<b>2,021</b>	<b>2,689</b>	<b>3,960</b>	<b>14,134</b>	<b>9,955</b>	<b>6,814</b>
Blairmore.....	12	20	84	247	185	98
Calgary.....	606	931	976	4,764	3,455	2,651
Drumheller.....	24	47	50	183	141	104
Edmonton.....	901	1,150	1,559	6,444	4,687	2,655
Edson.....	14	29	737	325	191	155
Lethbridge.....	201	235	292	925	519	468
Medicine Hat.....	179	184	137	650	435	385
Red Deer.....	84	93	125	596	342	298
<b>British Columbia</b> .....	<b>1,374</b>	<b>2,015</b>	<b>2,761</b>	<b>43,888</b>	<b>33,785</b>	<b>22,932</b>
Chilliwack.....	27	56	64	1,087	722	747
Courtenay.....	13	30	21	746	775	305
Cranbrook.....	33	35	6	448	332	150
Dawson Creek.....	22	46	66	513	200	88
Duncan.....	37	59	43	493	629	375
Kamloops.....	30	48	63	772	493	276
Kelowna.....	16	13	13	376	213	289
Kitimat.....	42	81	99	474	235	164
Mission City.....	5	13	11	769	504	477
Nanaimo.....	21	32	68	1,071	1,030	501
Nelson.....	22	32	34	509	274	236
New Westminster.....	147	148	236	5,941	4,237	3,180
Penticton.....	6	18	17	489	342	244
Port Alberni.....	91	34	38	1,317	674	403
Prince George.....	53	105	177	1,597	1,151	764
Prince Rupert.....	33	68	93	1,251	834	596
Princeton.....	3	8	7	221	144	73
Trail.....	14	20	6	439	346	243
Vancouver.....	563	817	1,361	21,461	17,623	11,235
Vernon.....	12	44	23	694	424	280
Victoria.....	164	279	282	2,907	2,430	2,186
Whitehorse.....	20	29	33	313	173	120
<b>Canada</b> .....	<b>20,797</b>	<b>26,452</b>	<b>49,151</b>	<b>305,030</b>	<b>266,866</b>	<b>173,720</b>
Males.....	9,751	12,792	31,997	218,449	186,599	108,703
Females.....	11,046	13,660	17,154	86,581	80,267	65,017

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 (10 Months).....	906,619	653,776	252,843	59,164	218,842	327,513	181,278	119,822
1957 (10 Months).....	763,048	514,365	248,683	51,061	186,824	268,260	162,258	94,645

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, OCTOBER 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days in Brackets)		Amount of Benefit Paid
Newfoundland.....	4.0	2,122	17,408	(251)	\$ 369,227
Prince Edward Island.....	0.6	263	2,462	(207)	44,090
Nova Scotia.....	8.0	4,017	35,281	(2,906)	673,972
New Brunswick.....	8.0	4,141	35,034	(2,097)	713,058
Quebec.....	48.9	28,650	215,143	(31,199)	4,316,997
Ontario.....	74.4	42,711	327,578	(29,828)	7,067,623
Manitoba.....	5.5	2,695	24,098	(3,370)	466,520
Saskatchewan.....	2.7	1,647	11,955	(1,766)	237,077
Alberta.....	5.9	3,917	26,004	(2,791)	551,704
British Columbia.....	19.5	14,655	85,998	(7,768)	1,891,280
Total, Canada, October 1957.....	177.5	104,818	780,961	(82,133)	16,331,548
Total, Canada, September 1957.....	166.0	88,721	663,958	(69,441)	13,809,589
Total, Canada, October 1956.....	95.5	50,123	420,207	(61,286)	8,066,104

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, OCTOBER 31, 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)								Percentage Postal	October 31, 1956 Total claimants
	Total claimants	2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
<b>CANADA.....</b>	268,005	105,998	36,771	44,236	26,297	16,204	11,101	27,398	29.4	139,377
<b>MALE.....</b>	198,054	84,481	28,279	32,428	18,636	10,308	6,705	17,217	31.0	88,259
<b>FEMALE.....</b>	69,951	21,517	8,492	11,808	7,661	5,896	4,396	10,181	25.0	51,118
<b>Newfoundland.....</b>	7,192	3,011	1,071	1,093	666	491	281	579	70.1	3,920
Male.....	6,609	2,868	1,007	1,013	599	403	249	470	71.7	3,495
Female.....	583	143	64	80	67	88	32	109	52.3	425
<b>Prince Edward Island...</b>	871	307	120	147	66	72	49	110	62.8	586
Male.....	628	239	84	98	48	50	33	76	64.5	384
Female.....	243	68	36	49	18	22	16	34	58.4	202
<b>Nova Scotia.....</b>	11,854	3,915	1,525	2,066	1,176	853	564	1,755	42.6	8,323
Male.....	9,780	3,377	1,293	1,692	934	625	434	1,425	44.2	6,605
Female.....	2,074	538	232	374	242	228	130	330	34.8	1,718
<b>New Brunswick.....</b>	12,844	4,870	1,653	2,080	1,251	779	608	1,603	53.5	7,244
Male.....	10,342	3,979	1,416	1,689	953	572	468	1,265	54.8	5,194
Female.....	2,502	891	237	391	298	207	140	338	47.9	2,050
<b>Quebec.....</b>	76,529	30,286	10,746	13,140	7,158	4,496	3,192	7,511	31.3	42,901
Male.....	55,421	24,033	8,158	9,591	4,874	2,748	1,726	4,291	33.8	25,468
Female.....	21,108	6,253	2,588	3,549	2,284	1,748	1,466	3,220	24.7	17,433
<b>Ontario.....</b>	95,444	34,328	12,079	16,198	11,150	6,456	4,387	10,846	21.2	48,428
Male.....	67,004	25,807	8,785	11,459	7,899	3,993	2,533	6,528	21.2	30,242
Female.....	28,440	8,521	3,294	4,739	3,251	2,463	1,854	4,318	21.5	18,186
<b>Manitoba.....</b>	8,777	3,724	1,097	1,349	682	523	384	1,018	25.9	5,645
Male.....	5,805	2,781	741	831	377	277	236	562	30.1	3,001
Female.....	2,972	943	356	518	305	246	148	456	17.8	2,644
<b>Saskatchewan.....</b>	5,188	2,580	730	641	345	240	174	478	46.6	2,330
Male.....	3,740	2,113	542	388	205	109	91	292	51.3	1,238
Female.....	1,448	467	188	253	140	131	83	186	34.4	1,092
<b>Alberta.....</b>	11,724	6,008	1,691	1,529	895	478	305	818	29.3	4,242
Male.....	9,127	5,093	1,343	1,016	609	297	191	578	30.4	2,517
Female.....	2,597	915	348	513	286	181	114	240	25.4	1,725
<b>British Columbia.....</b>	37,582	16,969	6,059	5,993	2,908	1,816	1,157	2,680	24.2	15,758
Male.....	29,598	14,191	4,910	4,651	2,138	1,234	744	1,730	23.6	10,115
Female.....	7,984	2,778	1,149	1,342	770	582	413	950	26.6	5,643



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
OCTOBER 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	4,278	2,793	1,485	3,828	2,522	1,306	1,361
Prince Edward Island.....	454	301	153	414	309	105	104
Nova Scotia.....	6,181	3,566	2,615	5,835	4,426	1,409	1,639
New Brunswick.....	7,087	4,116	2,971	6,281	4,868	1,413	1,912
Quebec.....	47,551	27,017	20,534	41,608	32,451	9,157	14,640
Ontario.....	56,096	33,039	23,057	56,762	45,060	11,702	13,203
Manitoba.....	5,672	3,518	2,154	4,971	3,679	1,292	1,255
Saskatchewan.....	3,628	2,367	1,261	2,791	2,043	748	1,148
Alberta.....	8,803	5,094	3,709	6,804	5,343	1,461	3,241
British Columbia.....	27,613	15,438	12,175	22,979	17,551	5,428	8,527
Total, Canada, October 1957...	167,363	97,249	70,114	152,273	118,252	34,021	47,030
Total, Canada, September 1957...	124,949	71,959	52,990	122,026	98,092	23,934	31,940
Total, Canada, October 1956...	87,929	56,687	31,242	83,908	62,593	21,315	22,223

\* In addition, revised claims received numbered 20,599.

† In addition, 20,243 revised claims were disposed of. Of these, 1,674 were special requests not granted and 1,113 were appeals by claimants. There were 2,751 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT (REVISED)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—October.....	3,785,000	3,656,600	128,400
November.....	3,808,000	3,668,600	139,400
December.....	3,875,000	3,659,600	215,400†
1957—January.....	3,929,000	3,530,800	398,200†
February.....	3,982,000	3,436,000	546,000†
March.....	3,987,000	3,414,600	572,400†
April.....	3,963,000	3,404,200	558,800†
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July.....	3,892,000	3,687,500	204,500
August.....	3,921,000	3,715,200	205,800
September.....	3,925,000	3,716,300	208,700
October‡.....	3,932,000	3,705,500	226,500

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

‡ The October estimate is preliminary, subject to revision when the employment index for this date becomes available.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodi- ties and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	112.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	126.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1957**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	House- hold Operation	Other Commodi- ties and Services
	November 1956	October 1957	November 1957					
(1) St. John's, Nfld.....	107.0	109.9	109.8	107.7	111.0	102.6	108.2	117.1
Halifax.....	118.0	120.6	121.2	115.0	130.7	115.2	124.7	126.6
Saint John.....	120.4	123.3	123.4	118.0	134.3	117.8	120.7	131.2
Montreal.....	120.9	123.3	123.8	124.3	140.7	107.2	117.9	127.1
Ottawa.....	121.5	125.0	124.4	118.8	144.0	112.9	119.0	130.2
Toronto.....	123.1	126.7	126.4	118.6	152.0	113.8	121.0	130.2
Winnipeg.....	118.4	120.9	121.2	117.8	129.6	114.6	117.3	127.1
Saskatoon—Regina.....	117.2	121.0	120.2	118.0	119.6	118.9	122.1	122.0
Edmonton—Calgary.....	117.7	120.6	119.9	116.9	122.5	116.2	120.0	125.1
Vancouver.....	121.5	123.8	123.6	119.5	133.8	113.1	130.2	125.6

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base-June 1951=100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-NOVEMBER 1956,1957†**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
<b>1957*</b>						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
June.....	22	45	7,519	18,520	221,850	0.24
July.....	12	34	2,481	16,298	237,740	0.26
August.....	25	42	7,044	14,532	187,450	0.20
September.....	28	49	11,031	20,650	190,045	0.20
October.....	22	48	9,337	14,107	128,275	0.14
November.....	16	38	8,493	12,321	119,125	0.13
<b>Cumulative Totals.....</b>	<b>243</b>		<b>85,973</b>		<b>1,454,245</b>	<b>0.14</b>
<b>1956</b>						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
June.....	25	39	9,621	16,866	78,160	0.08
July.....	32	42	8,260	9,244	58,750	0.06
August.....	32	53	9,312	13,404	86,485	0.09
September.....	24	46	9,672	13,779	104,180	0.11
October.....	10	38	6,867	15,149	129,935	0.14
November.....	17	35	1,940	4,116	37,060	0.04
<b>Cumulative Totals.....</b>	<b>223</b>		<b>88,210</b>		<b>1,231,695</b>	<b>0.12</b>

\* Preliminary Figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, NOVEMBER 1957, INVOLVING 100 OR MORE WORKERS

(Preliminary. Subject to revision.)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began (1)	Date Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					November	To Date		
<b>FISHING—</b> Fisheries Association of B.C., (Seven firms) Vancouver, B.C.	United Fishermen and Allied Workers Union, No. 44.	700	Oct. 27	.....	18,200	21,350	Prices offered by companies for herring.	.....
<b>MINING—</b> <i>Coal—</i> Dominion Coal Company, No. 16 Colliery New Waterford, N.S.	United Mine Workers of America, District No. 26. IND.	1,011	Oct. 30	Nov. 4	1,010	2,530	Rates to be paid for work assignment not completed because of mechanical difficulties.	Return of workers and grievance procedure.
<i>Other—</i> Canadian Gypsum Co. Ltd., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers Union, No. 294, C.C.C.L.	300(2)	Oct. 31	.....	7,800	8,250	Wages, hours, union security and fringe benefits.	.....
<b>MANUFACTURING—</b> <i>Textiles—</i> Canadian Cottons, Cornwall, Ont.	Textile Workers Union of America No. 806, AFL-CIO/CLC.	1,200	Oct. 23	Nov. 11	6,600	14,400	Wages, conciliation procedures completed.	Return of workers and further negotiations.
<i>Non-Metallic Minerals—</i> Imperial Oil Co. Ltd., Ioco, B.C.	Oil, Chemical and Atomic Workers International Union No. 16-601, AFL-CIO/CLC.	177	Sept. 24	Nov. 26	3,010	8,265	Wages, conciliation concluded.	An 11-22 cents an hour increase, irrevocable check-off, new overtime provisions, and upgrading of certain employees.
<b>TRADE—</b> Concrete Products Ltd., St. John's West, Nfld.	Transport and Allied Workers Union of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 855, AFL-CIO/CLC.	150	Aug. 6	Nov. 5	600	14,045	Delay in signing first agreement, conciliation procedure completed.	Return of workers, referral to arbitration.

## In Progress Prior to November 1957

Commencing in November 1957

MINING— Coal— Old Sydney Collieries Ltd., (Princess Colliery) Sydney Mines, N.S.	United Mine Workers of America, No. 4535 I.M.D.	650	Nov. 6	Nov. 8	975	975	Work assignment.	Return of workers, grievance procedure.
MANUFACTURING— Food— Whyte Packing Co. Ltd., Stratford, Ont.	United Packaginghouse Workers of America, No. 271, AFL-CIO/CLC.	169	Nov. 6	Nov. 7	250	250	No progress with new bargaining agreement—conciliation in progress.	New Agreement signed and return of workers.
Textiles— Various fur dressers and dyers, Toronto, Ont.	Amalgamated Meat Cutters and Butcher Workmen (Leather Div.), AFL-CIO/ CLC.	300	Nov. 26	.....	1,200	1,200	Delay in signing renewal of agreement.	.....
Various fur dressers and dyers (8 Firms) Montreal, Que.	Amalgamated Meat Cutters and Butcher Workmen (Leather Div.) AFL-CIO/ CLC.	750	Nov. 26	Nov. 30	3,000	3,000	Wages, hours, welfare benefits, vacations and holiday adjustments.	A 7 cents immediate increase and a further 5 cents, October 1958 and a reduction in work week.
Pulp and Paper— Pulp and Paper Industrial Relations Bureau (six firms and 9 divisions) British Columbia.	International Brotherhood of Pulp, Sulphite and Paper Mill Workers and United Paper Makers and Paper Workers, various Locals. AFL-CIO/CLC.	5,565	Nov. 14	.....	66,780	66,780	Wages.	.....
Iron and Steel— Donald Ropes and Wire Cloth, Ltd., Hamilton, Ont.	United Steelworkers of America, No. 3325, AFL- CIO/CLC.	150	Nov. 18	Nov. 20	300	300	Delay in renewal of contract, conciliation procedures completed.	Return of workers and further negotiations.
Transportation Equipment— Cockshutt Farm Equipment Limited, Brantford, Ont.	International Union United Automobile, Aircraft and Agricultural Implement Workers of America, No. 397, AFL-CIO/CLC.	643	Nov. 4	Nov. 8	2,250	2,250	New Methods on trial operation in foundry.	Employer withdrew demand for use of new method of operation.

(1) In this table the date began is that on which time loss first occurred, and the date terminated or lapsed is the last day on which time was lost to an appreciable extent.

(2) Indirectly affected 43.

\* This terminated early in December details will be shown in next month's report.

## H—Industrial Accidents

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD QUARTER OF 1957 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada"

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....				2	1								3
Struck by.....	3	14		17	9	31	2	4			1		81
(a) Tools, machinery, cranes, etc.....	1	2		3	1	6							13
(b) Moving vehicles.....	1			2	1	12		3			1		20
(c) Other objects.....	1	12		12	7	13	2	1					48
Caught In, On or Between Machinery, Vehicles, etc.....	2	1			6	7		2	1		1		20
Collision, Derailments, Wrecks, etc.....	16	7	1	5	2	15	1	25	4		11		87
Falls and Slips.....	8	4	6	2	8	20	3	8	3		7		69
(a) Falls on same level.....			6	2									8
(b) Falls to different levels.....	8	4	6	2	8	20	3	8	3		7		69
Conflagrations, Temperature Extremes and Explosions.....				1	5	3		1					10
Inhalation, Absorptions, Asphyxiation, etc.....				6	1	4		1			2		14
Electric Current.....	2			2	3	10	10	1	3		3		34
Over-exertion and Industrial Diseases.....		1		1		1			1				4
Miscellaneous Accidents.....									1		3		4
Total, Third Quarter—1957.....	31	27	7	36	35	91	16	42	13		28		326*
Total, Third Quarter—1956.....	32	49	4	45	52	111	10	74	13		14		404

**TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1957**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				4	3	13	1	2	5	3		31
Logging.....			1		9	4				13		27
Fishing and Trapping.....	1			2						3		7
Mining and Quarrying.....			2	1		6		2	5	8		36
Manufacturing.....			1	1	10	14	3		2	4		35
Construction.....		1	3	2	25	28	7	7	7	11		91
Electricity, Gas, Water Production and Supply.....				2	4	4	3	1		1	1	16
Transportation, Storage and Communications.....			1		14	12		2	7	6		42
Trade.....	1		3		2	3	2		1	1		13
Finance.....					3	12	3	4	2	4		28
Service.....												28
Unclassified.....												28
Total.....	2	1	12	12	76	102	19	18	29	54	1	326*

\* Of this total 219 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 107 were obtained from other non-official sources.

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CANADA

THE

# ABOUT AZETTE



Married Women Working for Pay (p. 148)

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Vol. LVIII, No. 2	CONTENTS	February 28, 1958
	Current Manpower and Labour Relations Review .....	121
	Notes of Current Interest .....	137
	Proceedings of Parliament of Labour Interest .....	145
	Married Women Working for Pay in Eight Canadian Cities ..	148
	Employment Conditions in 1957 .....	151
	Prejudice and Discrimination—II .....	161
	Successful Rehabilitation—III .....	166
	Conference on Problems of the Ageing .....	167
	Nine Provinces Use Schedule "R" .....	168
	Canadian Conference on Nursing .....	169
	50 Years Ago This Month .....	170
	Teamwork in Industry .....	171
	<b>Industrial Relations:</b>	
	Certification Proceedings .....	172
	Conciliation Proceedings .....	174
	<b>Collective Agreements:</b>	
	Collective Agreement Act, Quebec .....	177
	Industrial Standards Acts; Alberta Labour Act .....	178
	<b>Labour Law:</b>	
	Legal Decisions Affecting Labour .....	179
	Recent Regulations, Federal and Provincial .....	187
	<b>Unemployment Insurance:</b>	
	Monthly Report on Operations .....	194
	Decision of Umpire .....	195
	Labour Conditions in Federal Government Contracts .....	198
	Prices and the Cost of Living .....	202
	Strikes and Lockouts .....	204
	Publications Recently Received in Department's Library ....	205
	Labour Statistics .....	209

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## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

*Unemployment continued to rise during January, although less sharply than in December. In part, this easing was the result of a slower rate of labour force growth. The winter drop in farm employment was greater than usual and the number of persons with farm jobs reached a new low. Non-farm employment continued to decline although it was still slightly higher than a year earlier.*

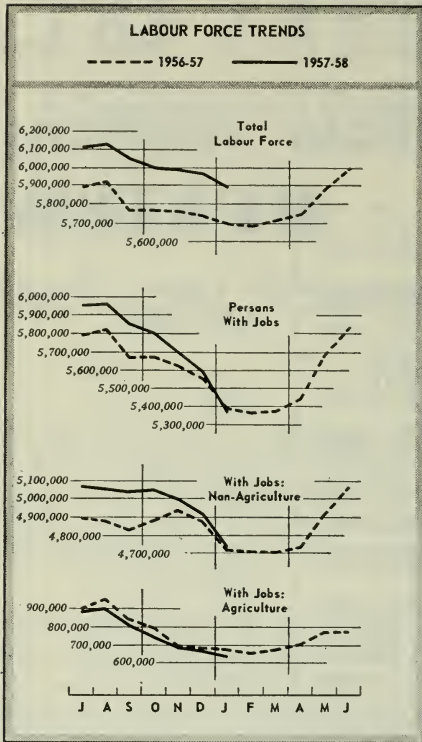
The winter slowdown resulted in the withdrawal of additional workers from the labour force during January. At mid-month, the labour force was estimated to be 5,891,000, a seasonal drop of 75,000 from the previous survey. Apart from seasonal movements, the labour force has been virtually unchanged since last September. This represents a substantial change from the sharp upward trend of the past two years. It is, in fact, the first time since the middle of 1954 that the labour force has ceased expanding.

Total employment in mid-January was estimated to be 5,371,000, down slightly from the previous year. The decline is largely the result of a sharp drop in forestry and agriculture and smaller losses in construction and transportation. The trade and service industries continued to show substantial offsetting gains.

Farm employment was lower than last year in all regions except the Atlantic, where apparently workers have been moving back into farming. This region recorded the largest decline in non-farm employment, mainly because of the low level of pulp-cutting activity. Quebec and British Columbia, on the other hand, both showed year-to-year increases of more than 2 per cent in non-farm employment, despite the drop in forestry.

The labour force survey indicates that unemployment rose more slowly in January than earlier this winter. This is confirmed by weekly reports from the National Employment Service, which shows that the number of additional persons registered for work declined steadily in January. In absolute terms, however, the increase in unemployment from the previous month was substantial—greater, in fact, than in any previous comparable period. The number of persons without jobs and seeking work, at 520,000,

**A Monthly Labour Gazette Feature**



was 8.8 per cent of the labour force, compared with a previous January high of 6.8 per cent in 1955. All regions showed substantial increases from a year earlier.

The volume of under-employment increased notably. In all, the number of persons involuntarily working less than full time rose to 403,000 in January, from 315,000 a year earlier. The current figure includes 50,000 on temporary layoff (22,000 in January 1957) and 75,000 on short time (43,000 in January 1957). As a result, only 78.5 per cent of the labour force had full-time employment compared with 84.8 per cent a year before. Average hours worked also dropped to 40.4 in December from 41.1 a year earlier.

There was some evidence of improvement in the latter part of January. Many areas, particularly textile and clothing centres in Quebec, reported the recall of workers who had been released for extended periods after Christmas. There were further short-term layoffs

in the automobile industry, but in other industries the reported number of workers released in January was below the comparable figure in previous years.

The number of persons with manufacturing jobs was estimated at 1,412,000 in January. This figure was still higher than a year earlier, although the margin was less than 1 per cent, compared with more than 5 per cent last summer. Employment declines in the last half of 1957 were fairly widespread but small in most industries. Among non-durables, textiles and clothing each dropped by about 4 per cent (seasonally adjusted). In the durable goods industries, declines were most marked in the iron and steel products group, a reflection of reduced investment in non-residential building and new machinery and equipment. Most of the transportation equipment industries were down only moderately from mid-year despite short-time layoffs during this period in motor vehicles and parts plants.

Weakness in forestry continued to exert an adverse influence on total employment. At the beginning of the pulp-cutting season last fall, high inventories of pulpwood and reduced demand for pulp and paper led to a sharp reduction in the pulp-cutting programs of many firms. The effect of this was accentuated on the West Coast by a strike in the industry. As a result, employment in forestry during the fourth quarter of 1957 was one-third lower than a year earlier. In January, employment in the industry was estimated to be 97,000, about 50,000 fewer than in January 1957. Increased hiring was reported in the last half of the month as log hauling got under way and the strike on the West Coast was settled. There has also

been some strengthening in the domestic and overseas demand for labour. Improvement in logging employment is expected to result from these developments.

## Construction in 1957

The volume of construction work undertaken in 1957 was the largest on record. Further expansion of fuel, power, transportation and communications facilities figured largely in the over-all construction program. Increases in these sectors reflect the increased tempo of activity on projects such as the St. Lawrence Seaway, pipeline construction and hydro-electric developments. Institutional establishments were carrying out similarly large plans for expansion during the year and accounted for an increasing share of total construction. The commodity-producing industries contributed relatively less than in the previous year, as construction activity declined fairly sharply in the forest products and mineral products industries. Housebuilding activity declined from the unusually high levels achieved in 1955 and 1956. This was the first year-to-year decline in housing recorded since 1952.

The weakness in housing, however, was evident only in the first half of the year. A rapid recovery occurred towards the end of the year so that the total volume of work initiated in 1957 was only moderately lower than a year before. In the last quarter, housing starts in urban centres of 5,000 and over were 50 per cent higher than in the corresponding period in 1956.

The shortage of mortgage money imposed some limitations on housebuilding activity in the early part of 1957. Special arrangements for \$150 million of bank investment in mortgages (which was agreed upon in the spring but took time to have effect) and government provisions for direct mortgage funds beginning in August were directly responsible for the rapid recovery later in the year; as a result, a substantial volume of work was carried over into 1958. At the end of December, the number of units under construction was about 7 per cent larger than a year before. In view of the continuing strong demand for new housing and more readily available mortgage money, the volume of housing is expected to show a substantial rise in 1958.

## Employment

After expanding for two years, construction employment showed a more moderate rise in 1957. Average employment for the year was about 6 per cent higher than a year before. This was substantially less than the increases of 12 per cent in 1956 and 14 per cent in 1955. By the end of 1957 total construction employment was slightly lower than a year before.

Additional demands for construction materials and labour were met with much greater ease than in 1956. In most parts of the country labour supplies were not fully utilized in 1957 as new entrants into the construction industry outnumbered new jobs. This was in marked contrast to 1956, when the construction program exerted strong pressures on available manpower resources and caused fairly widespread shortages of skilled tradesmen. Increased immigration was a major source of additional workers in 1957. In the first nine months of the year 15,500 skilled construction workers entered the country, more than double the total for the same period in 1956. There was also a fairly heavy transfer of manpower from forestry and agriculture.

The relatively high wage scale in construction was an important incentive for workers to shift occupations. Average hourly earnings in building and engineering construction rose to \$1.89 in 1957, slightly higher than the earnings of miners and 29 cents higher than average earnings in manufacturing. Construction rates showed an increase of 7 per cent over 1956. Average hours dropped slightly over the year, however, as a result of reduced overtime work.

While average employment in the construction industry was about 24,000 higher in 1957 than a year before, unemployment was substantially greater also. The increase in labour supplies was about equally distributed among skilled and unskilled workers. At the beginning of the year about 18,000 more construction workers were registered with the NES than a year before. By the end of 1957, the year-to-year difference had increased to nearly 70,000. The increase in unemployment stemmed in part from a decline in non-residential construction during the second half of the year. Another contributing factor was that alternative jobs in other seasonal industries were scarce. Forestry employment usually rises sharply at a time when the construction industry shows a seasonal decline so that it is possible for many workers to shift occupations during the winter months. This winter, however, the shift out of construction was smaller than usual owing to the sharp reduction in logging activity.

## Current Trends

Housebuilding activity showed continuing strength during January, at least in the larger urban areas. In these centres, preliminary estimates of housing starts were above the long-term average and almost three times the January 1957 total. The employment trend in non-residential construction continued downward. There was little improvement in business and industrial construction during the month, but prospects for engineering work had brightened. Contracts awarded in January were 50 per cent higher in value than a year before, marking a sharp reversal of the pattern of the last quarter of 1957; engineering construction was entirely responsible for this increase.

Engineering construction<sup>1</sup> is expected to be a major source of strength to the building industry this summer. Recently announced plans by the federal Government to spend \$1.2 billion on construction in 1958 will do much to stimulate activity in this industry.

The decline in non-residential construction, which began early in the winter, was confined largely to the business sector. For almost three years, this type of construction increased steadily as a vigorous expansion program was being carried out to meet the increasing demands for Canada's resource-based products. Towards the end of 1957 many industries were showing signs of over-capacity, however, so that building activity declined to a slightly lower level than a year before.

Owing to the increased importance of housing, building activities are likely to assume a more active role in the urban centres this year than last. Total labour supplies should be more than adequate for the accomplishment of this year's investment program, though it is possible that some recruiting difficulties may again arise in remote areas.

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<sup>(1)</sup> This includes highway, aerodrome, railway, telephone, and telegraph construction, etc.

# Current Labour Statistics

(Latest available statistics as of February 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Jan. 18	5,891,000	- 1.3	+ 3.4
Total persons with jobs.....	Jan. 18	5,371,000	- 3.8	- 0.4
At work 35 hours or more.....	Jan. 18	4,626,000	- 5.4	- 4.3
At work less than 35 hours.....	Jan. 18	552,000	+ 2.8	+32.4
With jobs but not at work.....	Jan. 18	193,000	+23.7	+33.1
With jobs but on short time.....	Jan. 18	75,000	+25.0	+74.4
With jobs but laid off full week.....	Jan. 18	50,000	+72.4	+127.3
Persons without jobs and seeking work.....	Jan. 18	520,000	+34.7	+71.6
Persons with jobs in agriculture.....	Jan. 18	637,000	- 3.8	- 5.1
Persons with jobs in non-agriculture.....	Jan. 18	4,734,000	- 3.8	+ 0.3
Total paid workers.....	Jan. 18	4,299,000	- 3.9	- 0.2
<i>Registered for work, NES (b)</i>				
Atlantic.....	Jan. 16	121,600	+61.3	+55.5
Quebec.....	Jan. 16	251,900	+47.4	+57.1
Ontario.....	Jan. 16	233,700	+37.1	+58.2
Prairie.....	Jan. 16	108,600	+41.6	+47.8
Pacific.....	Jan. 16	101,200	+31.1	+52.4
Total, all regions.....	Jan. 16	817,000	+43.2	+55.3
<i>Claimants for Unemployment Insurance benefit</i>				
Amount of benefit payments.....	December	\$31,926,951	+68.1	+154.8
Industrial employment (1949 = 100).....	Dec. 1	122.5	- 2.2	- 2.6
Manufacturing employment (1949 = 100).....	Dec. 1	113.4	- 2.4	- 3.9
Immigration.....	Year 1957	282,164	—	+71.2
<i>Strikes and Lockouts</i>				
No. of days lost.....	January	169,880	—	—
No. of workers involved.....	January	9,364	—	—
No. of strikes.....	January	23	—	—
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Dec. 1	\$69.24	+ 0.7	+ 4.7
Average hourly earnings (mfg.).....	Dec. 1	\$1.64	+ 0.4	+ 5.1
Average hours worked per week (mfg.).....	Dec. 1	40.6	+ 0.7	- 2.2
Average weekly earnings (mfg.).....	Dec. 1	\$66.38	+ 1.1	+ 2.9
Consumer price index (av. 1949 = 100).....	Jan. 1	123.4	+ 0.2	+ 2.6
Real weekly earnings (mfg. av. 1949 = 100).....	Dec. 1	129.2	+ 1.2	+ 0.5
Total labour income..... \$000,000	November	1,313	- 1.7	+ 3.8
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	December	260.7	- 8.9	- 6.7
Manufacturing.....	December	252.9	- 9.8	- 8.9
Durables.....	December	297.1	-10.8	-12.7
Non-Durables.....	December	224.6	- 9.1	- 5.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October 1957 *Labour Gazette*.

(b) See inside back cover, October 1957, *Labour Gazette*.

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

# Labour-Management Relations

## The Bargaining Scene

COLLECTIVE agreements covering a substantial proportion of the organized workers in Canada are open for renegotiation during the first few months of 1958 (L. G., Jan., p. 6). Examination of the more than 200 agreements that cover 1,000 or more workers shows that 53 were in negotiation or terminating in the three-month period ending March 15—a substantial increase from the 34 agreements active at mid-December. The total of workers involved has also risen from 190,550 to 233,500. More than half of this number is accounted for by a single dispute involving 128,000 non-operating employees of the major Canadian railways.

Two distinct issues are now the subject of negotiation between the railway unions and the CNR and CPR—the renewal of contracts with improved wages and conditions, and the question of whether or not firemen are to be retained on diesel locomotives in freight and yard services. The non-operating employees are at present in conciliation. Hon. C. P. McTague withdrew from the chairmanship of the conciliation Board and Mr. Justice H. F. Thomson was appointed in his place. Earlier this month the Kellock Commission reported its findings on the employment of firemen. The Commission was appointed to examine the question after a nine-day strike over the same issue in January 1957. It sat for one year and stated in its conclusions: "We are of the opinion that firemen are not required on diesel locomotives on freight and yard service on the Canadian Pacific Railway." Both the CPR and the CNR have stated their intention to implement these findings in the new contracts. The unions have indicated that they are considering strike action. The present contracts covering firemen expire on March 31 and May 31 of this year.

Since mid-December 1957, nine other agreements each covering 1,000 or more workers have been settled in Canada. They cover 17,000 workers and the average time-lapse between the opening of bargaining and settlement was five months. One agreement had been in negotiation for almost a year, two others for seven months. These nine agreements were signed by the following employers: Canadian Broadcasting Corporation, Ladies Garment Manufacturers' Association (Winnipeg), Trans-Canada Airlines, Vancouver General Hospital, Pacific Coast Association of Pulp and Paper Manufacturers (Vancouver), Hamilton Construction Association, Canadian Industries Limited (Brownsburg, Que.), Canadian Steel Foundries (1956) Limited (Montreal), and the Shipping Federation of Canada Incorporated.

The agreement signed by the Pulp and Paper Manufacturers' Association was reached after lengthy bargaining and a strike of 6,000 workers from November 14, 1957 until February 4, 1958 in which the time-loss amounted to 319,950 man-days. The terms finally agreed to included a 7½-per-cent wage increase in the first year, plus 2 per cent in the second; a two-year contract; three weeks' vacation after ten years of service in 1958, to be reduced to five years in 1959; a 40-hour week. These wage increases will bring the minimum wage to about \$1.91 an hour.

In Vancouver and Victoria, 1,200 electrical workers have approved a proposal to back up their demands with strike action. A strike is now in progress for higher wages and shorter hours in millinery plants in Toronto



## THE BARGAINING SCENE FEBRUARY 15, 1958

Bargaining Units of 1,000 or More Employees

January 1, 1958 to March 31, 1958

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**In Negotiations and Terminating in Period:** 53 agreements, 233,500 workers  
Bargaining carried over from January: 22 agreements, 168,000 workers  
Terminating in period Jan. 1—Mar. 31: 31 agreements, 65,500 workers

**Settlements Achieved, Dec. 15—Feb. 15:** 9 agreements, 17,150 workers

### Major Terms of Settlements (preliminary information)

#### Wages and Duration—

- 4 agreements, covering 5,450 workers, are effective for one year
- 5 agreements, covering 11,700 workers, are effective for more than one year
  - 4, covering 10,200 workers, provide an increase of more than 15 cents an hour.
  - 5, covering 6,950 workers, provide an increase of less than 15 cents an hour.

#### Vacations—

- 1 agreement, covering 4,500 workers, provides a third week annual vacation after 5 years' service.

#### Minimum Wage—

- 1 agreement, covering 1,000 workers, provides for a minimum wage of \$1.41 an hour.

**Negotiations Continuing at February 15:** 44 agreements, 216,350 workers  
Bargaining in progress: 23 agreements, 49,200 workers  
Conciliation in progress: 8 agreements, 137,800 workers  
Arbitration in progress: 1 agreement, 1,500 workers

**Other Agreements Terminating in Period:** 12 agreements, 27,850 workers

and Montreal after talks broke down. In Vancouver, 700 herring fishermen have been on strike since October 27 in a dispute over the price to be paid them for fish they land. The Fisheries Association have asked that the fishermen take a 21-per-cent reduction in last year's shares. The fishermen have refused to accept a reduction of more than 6 per cent.

Recently, Canadian automobile workers endorsed proposals of the United Automobile Workers for a profit-sharing scheme as part of this year's demands. However, negotiations in the Canadian plants are not scheduled until the fall, while those in United States plants will occur at an earlier date.

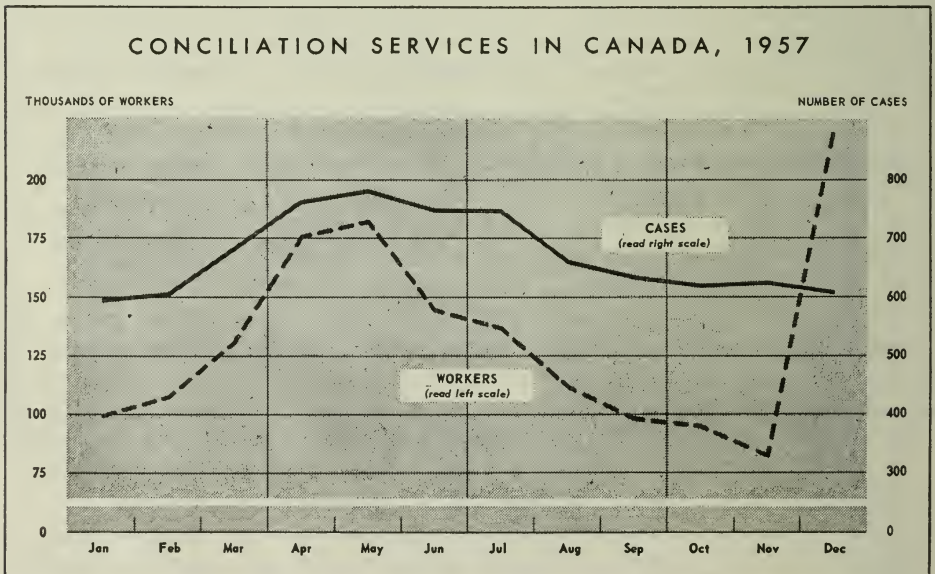
One of the larger contracts terminating in Canada this month is in Hamilton. It involves 8,000 workers and the signatories are the Steel Company of Canada and the United Steelworkers of America.

### Conciliation Activity

The statistics shown in the accompanying chart of conciliation activity month by month in 1957 throw an interesting light on the course of labour-management relations during the year. The statistics have been compiled on a uniform basis by federal and provincial Departments of Labour.

The conciliation case load was at a minimum in January 1957 (596 cases) and rose to a peak of 781 cases in May, declining gradually during the remainder of the year. The number of workers involved in conciliation activity showed a similar trend, rising from 100,000 in January to 182,000 in May, and declining thereafter to a low of 82,000 in November. The sudden rise in the total to 220,000 in December reflects the significance of a single case, the dispute between 128,000 non-operating railway employees and the major Canadian railways.

For each month, the chart shows the number of cases being dealt with either by conciliation officer or by conciliation board, and the number of workers involved. A case is counted in each month during which it was being dealt with.



# Manpower Situation in Local Areas

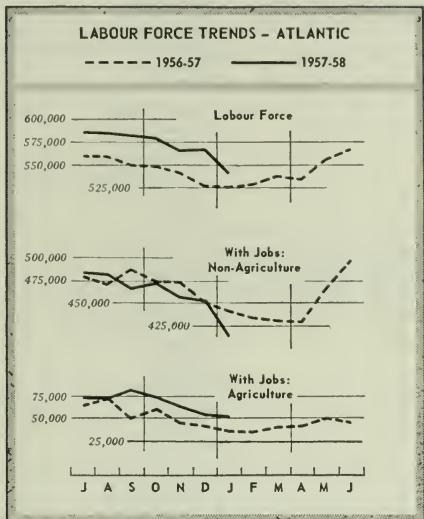
## ATLANTIC

EMPLOYMENT declined and unemployment increased in the Atlantic region during January. Persons with jobs decreased by some 42,000 to an estimated 464,000 at January 18. This was about 15,000 lower than in January 1957, the first time in a year that employment has fallen below the level of the preceding year. The unusually large drop in employment during the month resulted from a slowdown in a number of activities. The volume of retail trade was well below that of a year before so that fewer workers were required, and the rail, truck and water transportation industries showed continuing weakness. Forestry employment increased slightly in some areas during the month as hauling operations began but the numbers hired were smaller than usual for the season.

For the most part, non-seasonal layoffs in manufacturing were small but fairly widespread throughout the region during January. Factory production has been falling gradually this winter as a result of reduced orders; the drop in employment, however, was reported to be small. At the end of the month, total manufacturing employment was moderately lower than a year before, as decreased activity in sawmilling, transportation equipment manufacturing and pulp and paper mills more than offset increases in food and beverages and iron and steel products.

During the past several months, increases in job registrations have been larger than usual. At mid-January, the number registered at NES offices was about 121,000, some 43,000 more than a year earlier. Reduced activity in forestry was largely responsible for the sharp rise in registrations this winter. Usually, employment in this industry reaches a seasonal peak early in the winter, offsetting some of the declines in agriculture, construction and fishing. This year, however, the usual trend was reversed because of cutbacks in the production of lumber and pulpwood. Forestry employment rose slightly in January as hauling operations began but at the end of the month employment in the industry was well below normal. The distributive industries also recorded a larger-than-seasonal decline in recent months, partly a reflection of the slowdown in woods activities.

While the increase in unemployment was greater than usual for the season there were indications that the seasonal peak would be reached somewhat earlier than usual. During the latter part of January, the trend of registrations at National Employment Service offices started levelling off, and for January as a whole, the rise in registrations was somewhat smaller than last year. Usually unemployment in this region reaches a peak at



# CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY 1, 1958

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	CALGARY ← Edmonton Hamilton Montreal Quebec-Levis St. John's TORONTO ← Vancouver-New Westminster Windsor Winnipeg	Ottawa-Hull		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	BRANTFORD ← Corner Brook Cornwall Farnham-Granby Ft. William-Pt. Arthur GUELPH ← Joliette Lac St. Jean New Glasgow Moncton Niagara Peninsula OSHAWA ← PETERBOROUGH ← Rouyn-Val d'Or SARNIA ← Shawinigan Sherbrooke SYDNEY ← TIMMINS-KIRKLAND ← LAKE Trois-Rivières	Halifax KINGSTON ← Kitchener London Saint John Sudbury Victoria		
<b>MAJOR AGRICULTURAL AREAS</b> (labour force, 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Chatham LETHBRIDGE ← North Battleford Prince Albert RED DEER ← Rivière du Loup Thetford-Megantic-St. Georges Yorkton	Barrie Brandon Moose Jaw Regina Saskatoon		
<b>MINOR AREAS</b> (labour force 10,000-25,000)	Bathurst Beauharnois BELLEVILLE- TRENTON ← Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drummondville Edmundston Fredericton Gaspé Grand Falls Kamloops Kentville Lachute-St. Thérèse LINDSAY ← MEDICINE HAT ← Montmagny Newcastle North Bay Okanagan Valley Owen Sound PEMBROKE ← Portage La Prairie Prince George Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jérôme St. Hyacinthe St. Stephen SAULT STE. MARIE ← SIMCOE ← Sorel Summerside SWIFT CURRENT ← Trail-Nelson Truro Valleyfield Victoriaville WEYBURN ← Woodstock, N.B. Yarmouth	Brampton Drumheller Galt Goderich Listowel St. Jean St. Thomas Stratford Walkerton Woodstock-Ingessoll		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

about mid-March, coinciding with the completion of hauling operations. In view of the smaller volume of wood being hauled this season the number of workers released during February and March will be smaller than usual.

Unemployment increased markedly during the month in rural localities and more moderately in the industrial centres; two industrial areas remained in moderate surplus category. At February 1, the area classification was as follows (last year's figures in brackets); in substantial surplus 19 (18) and in moderate surplus 2 (3).

### Local Area Developments

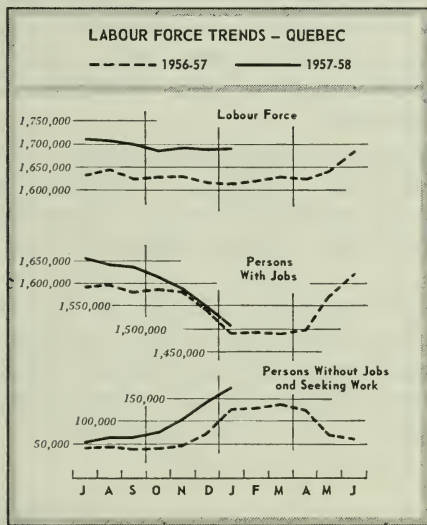
**St. John's** (metropolitan). Remained in Group 1. Unemployment continued to rise very rapidly in this area, principally because of reduced job opportunities in forestry. Hauling operations were delayed during the month by a lack of snow. The St. John's waterfront remained very slack as overseas shipments continued through the port of Botwood.

**Sydney** (major industrial). Reclassified from Group 2 to Group 1. Employment and production at the Sydney Steel Plant were curtailed during January. About 300 workers were released from the yard department of the plant. The rod and bar mills remained fairly active but activity at the wire and nail mills showed a further decline; operations were reduced to a single shift three days a week.

## QUEBEC

EMPLOYMENT declined somewhat less than seasonally in the Quebec region during January; the number of persons with jobs fell by some 42,000 to an estimated 1,504,000 at January 18, a smaller decline than in the corresponding period in the last four years. The downward employment trend of the last quarter of 1957, particularly in the non-farm industries, appeared to have been checked in January. Registrations at NES offices also showed a slower rate of increase than during January 1957, although remaining at a much higher level. The number of persons without jobs and seeking work rose less sharply than usual, during the month to an estimated 185,000, some 62,000 higher than last year. The labour force remained unchanged at 1,689,000, some 75,000 higher than a year earlier.

Hauling of pulpwood, though delayed in some areas by bad weather in the early part of the month, was more than half completed; employment during the month was some 30 per cent below that in January 1957. Also affected were farmers who sell pulpwood from their own woodlots and who found sales sharply reduced from last year. Conditions in metal mining remained unstable but asbestos mining showed some signs of improvement. At Thetford Mines, despite the prevalence of short time, some workers



were being recalled and the shutdown of a mine was postponed. Housing starts in December were substantially higher than a year before and employment in construction, though declining seasonally, remained higher than last year. Although registrations of construction workers were still very much higher than a year earlier, they were increasing more slowly than last January. Extended holiday periods cut sharply into manufacturing employment in the early part of the month but there were signs of recovery after the middle of January, particularly in primary and secondary textiles and iron and steel product plants. Recovery, however, seemed slower than usual; employment continued to decline more than seasonally in the manufacture of wood and paper products and leather goods.

None of the 24 labour market areas in the region was reclassified during the month; at February 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 23 (21); in moderate surplus, 1 (3).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 1. Registrations rose less than usual during the month but were still almost 50 per cent higher than last year. Some 250 workers were laid off by aircraft manufacturing plants as contracts were terminated; activity remained brisk in other sectors of transportation equipment manufacturing. In machine shops and plants manufacturing iron and steel products, a number of layoffs occurred but some improvements were anticipated. In primary and secondary textiles, a slow recovery was being made after an extended holiday period. Activity in construction was brisk, despite unseasonable weather, as work went ahead on the Queen Elizabeth Hotel, apartment houses and commercial buildings.

**Quebec-Levis** (metropolitan). Remained in Group 1. Registrations rose less than seasonably during the month but were 25 per cent higher than a year earlier, compared with nearly 50 per cent higher a month before. The 1,000 workers laid off for an extended holiday period in December at the Montmorency cotton mill were recalled in the middle of January; many, however, were working on short time. Pulp and paper plants were still operating on short time as work in clothing factories was only slowly picking up after the holiday slump. The hauling of pulpwood was in full swing, but there remained a very substantial surplus of available woodworkers. Employment in the Levis shipyards was high for this time of year, and further gains were in prospect.

## ONTARIO

EMPLOYMENT in Ontario declined more than seasonally during the month. Persons with jobs were estimated at 2,025,000 at January 18, a decrease of 69,000 from the previous month and of 15,000 from a year before. Only farm employment was lower than a year earlier, non-farm employment was unchanged. The labour force decreased during the month but was still 53,000 higher than a year earlier. The number of persons without jobs and seeking work increased by 39,000 from mid-December and was almost double that of the preceding year, although as a percentage of the labour force, it was still the lowest in Canada.

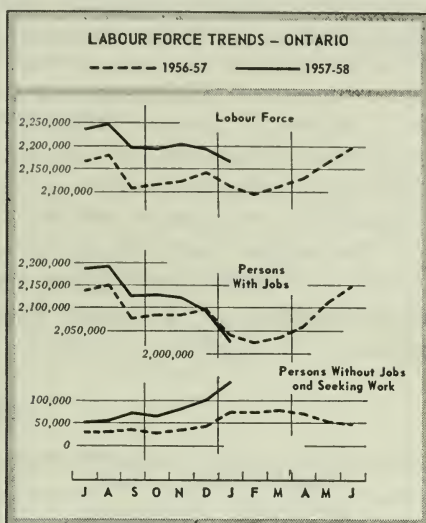
The general pattern of employment in January was similar to that of the preceding month, with essentially the same industries responsible for the decline in employment. Of the seasonal industries, construction had the largest share in the decline in employment; the rate of decline, however, was substantially lower than in the previous month and total construction employment remained higher than a year before. Log hauling operations got under way during the first half of January but were hampered towards the end of the month by unsuitable weather conditions; employment in forestry remained lower than in the past several years.

Fluctuations in automobile production continued, accompanied by large-scale short-term layoffs. The total number of motor vehicles produced during the month was estimated to be 29 per cent lower than in January 1957. This resulted in increased unemployment not only in the automobile industry but also in the automotive parts and in the iron and steel industries. The output of iron and steel products was also affected by reduced non-residential construction and by reduced demand for heavy machinery and equipment. Although the iron and steel industry as a whole continued to operate well below capacity, farm implement production remained steady and there were some signs of improvement in the sheet metal products industry. Layoffs occurred in the industries producing electrical apparatus, including household equipment. Textile employment was seasonally low, and in some plants the production of spring lines was delayed by several weeks. Employment in the distributive trade was reduced during the month as a result of the release of the additional staff hired for the Christmas season.

Thirteen of the 34 labour market areas in the region were reclassified during the month, all but one from the moderate to the substantial labour surplus category. At February 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 20 (6); in moderate surplus, 14 (24); in balance, 0 (4).

### Local Area Developments

**Metropolitan Areas.** Classification remained unchanged. *Hamilton* (Group 1)—The decline in employment occurred mainly in construction and in the iron and steel and automotive feeder industries. *Ottawa-Hull* (Group 2)—Construction employment declined because of cold weather but construction activity remained at a high level. Layoffs also occurred in the retail trade and in the wood products industry. *Windsor* (Group 1)—Recurring layoffs in the automobile industry and in automotive feeder and supplier plants kept unemployment at a high level, although there was a slight decline from the previous month.



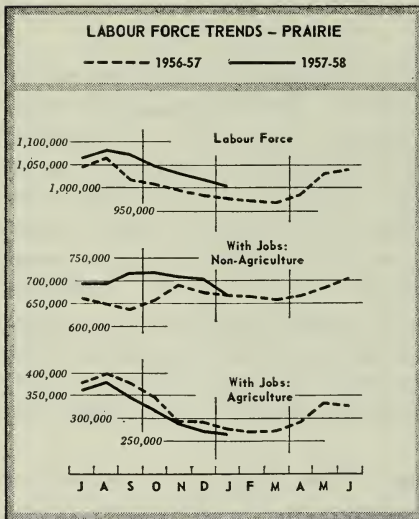
Reclassified from Group 2 to Group 1. *Toronto*—Decline in construction and reduced activity in the iron and steel industry led to a further decline in employment. Seasonal industries delayed the start of spring production or began operating with a reduced staff.

**Major Industrial Areas.** Reclassified from Group 2 to Group 1: *Brantford, Guelph, Peterborough* and *Sarnia*—Declines in construction and the production of electrical equipment and automotive parts resulted in an increase in unemployment. *Oshawa*—Apart from the layoff of a number of probationary employees, employment in the automobile plant remained steady. Layoffs occurred in the automobile parts industries. *Timmins-Kirkland Lake*—Employment in forestry declined.

Reclassified from Group 3 to Group 2: *Kingston*—Layoffs affected mainly construction and motor transport drivers.

**Belleville-Trenton, Lindsay, Pembroke, Sault Ste. Marie** and **Simcoe** (minor). Reclassified from Group 2 to Group 1.

## PRAIRIE



THE Prairie region recorded a more-than-seasonal employment decline during January. At mid-month, persons with jobs were estimated at 934,000, some 41,000 fewer than a month earlier and 10,000 fewer than a year before. Non-farm employment was about the same as in January 1957.

Non-seasonal layoffs in some of the distributive and primary industries were largely responsible for the unusually large decline in employment during the month. A slowdown in grain shipments during the latter part of January resulted in layoffs among railway and grain elevator workers. Forestry employment increased, however, as hauling operations got underway, though total

employment in the industry remained far below that of last year. Coal mining activities were reduced, particularly in Alberta, because unusually mild weather resulted in smaller demand. Oil drilling activity showed some improvement, though job opportunities continued to be fewer than last in 1957.

Mild weather aided the construction industry during the month. The upward employment trend in the residential sector continued. In the last quarter of 1957 housing starts in centres with a population of 5,000 and more totalled 4,750 compared with 2,550 in the last quarter of 1956, an increase of 2,200. Industrial construction was at a lower level than last year, though work was speeded up on some of the larger projects to take advantage of the good weather.

Manufacturing employment held up fairly well during the month but a number of small scattered layoffs occurred in building products and steel fabricating plants. Food processing plants were operating at capacity, in



contrast to the normal seasonal decline; a steady run of livestock and strong demands on the domestic and foreign markets were the main contributing factors.

Four labour market areas were reclassified during the month, from the moderate to the substantial surplus category. At February 1 the area classification was as follows (last year's figures in brackets): in substantial surplus, 15 (4), in moderate surplus, 5 (16).

### Local Area Developments

**Calgary** (metropolitan). Reclassified from Group 2 into Group 1. Unemployment rose rapidly as heavy layoffs occurred in several seasonal industries. Construction, transportation and public utilities accounted for sizable employment declines, and manufacturing employment remained lower than a year earlier. Highly skilled professional and technical workers such as computers, observers, surveyors and registered nurses were in strong demand.

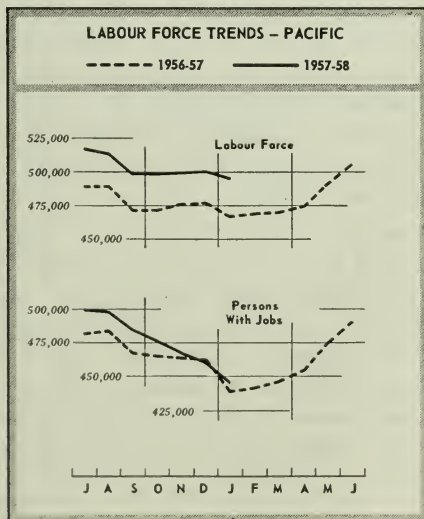
**Edmonton** (metropolitan). Remained in Group 1. Further employment reductions occurred in outdoor activities in the Edmonton area. Coal and metal mines were not as active as in the previous month. Manufacturing held firm, on the whole, though the usual seasonal declines occurred in beverage plants, bakeries, and building materials plants. Despite the steady decline in job opportunities, there were vacancies for technical and professional workers, such as registered nurses, dieticians, etc.

**Winnipeg** (metropolitan). Remained in Group 1. Seasonal employment contractions occurred in construction and transportation. Production and employment showed a moderate decline in some parts of manufacturing during the month.

**Fort William-Port Arthur** (major industrial). Remained in Group 1. The employment picture remained unchanged during the month. Manufacturing employment continued to show strength and seasonal layoffs in the transportation, storage and communication industry were largely offset by increased hirings in the woods industry. In spite of the increase, however, forestry employment was still well below the level of a year before.

### PACIFIC

THE SETTLEMENT of the strike in the pulp and paper industry at the end of January was the outstanding event of the month in the Pacific region. The new contract provides increases in wages and paid vacations (see p. 127). The return of more than 5,000 workers to their jobs will provide a major stimulus to industrial activity, which normally begins to rise in this region in the first quarter of the year. Employment at January 18 was estimated at 444,000, some 15,000 lower than in December but 5,000 higher than a year before. Although employment during the fourth quarter of 1957 showed a greater decline than for the corresponding period in



1956, the decrease from mid-December 1957 to mid-January 1958 was much smaller than a year earlier. During January, employment was higher than last year in transportation, storage and communication, finance, public utility operation and trade, but lower in logging, manufacturing, mining and agriculture. Unemployment reached its seasonal peak in the second half of the month, about two weeks earlier than last year.

Manufacturing employment continued to drop, although layoffs were less numerous than in December. Mills were still operating below capacity despite some strengthening in the demand for lumber. Increased housing starts in Canada and the United States during the last quarter of 1957 and increased ocean shipments of lumber should result in continued improvement. Lumber inventories at December 1, 1957 were only slightly higher than a year before. So far, no appreciable improvement has occurred in the level of logging operations.

Mining activity fell in January, a further weakening in the United States market for lead and zinc resulting in layoffs in the central interior. Although construction employment rose in certain areas, there was little over-all change during the month. Housing starts in the larger population centres totalled 2,525 for the fourth quarter of 1957, an increase of 42 per cent over the comparable period in 1956. This has provided a much needed stimulus to construction employment. Ocean shipments of grain and lumber were again heavy in January, providing a high level of employment for longshoremen. Work progressed during the month on power and telephone projects. There was a good volume of activity in retail trade; department store sales in January were 6 per cent higher than in January 1957.

There were no changes in area classification during the month. At February 1, classification of the ten labour market areas in the region was the same as a month earlier and as at February 1, 1957: in substantial surplus, 9; in moderate surplus 1.

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 1. After a sharp employment drop during the fourth quarter of 1957, the rate of decline appeared to be lessening in January, leaving the employment level at the end of the month about the same as in January 1957. Unemployment reached its peak during the second half of the month, two weeks earlier than last year. Logging operations decreased and there was little change in the level of lumber production in spite of further increases in shipments to the United Kingdom. Shipbuilding was active although some layoffs occurred.

**Victoria** (major industrial). Remained in Group 2. Employment declined during the fourth quarter of 1957 by about the same amount as a year before. In January 1958, employment appeared to be at least as high as a year before. Sawmills maintained steady production, and plywood and shingle mills resumed operations. Good progress was made in construction, with some increase in housing. Further layoffs at Yarrow's Limited, brought employment in shipbuilding to a level lower than that of last year. Unemployment reached a peak during the second half of the month.

# NOTES OF CURRENT INTEREST

## **Advisory Committee on Professional Manpower**

Although the supply of professional engineers had largely caught up with demand in Canada, and 1958 graduates would find it less easy to find their places in industry than had the graduates of the past two or three years, the situation was only temporary, it was agreed at the third meeting of the Advisory Committee on Professional Manpower, held in Ottawa January 23.

Students were warned that the easing of demand should not cause them to change their courses nor to abandon plans to pursue training and education that would lead to engineering.

The lessening of the gap between supply and demand was only a reflection of the economy's current slackening. The long-term trend of demand for engineers was still upwards, the Committee agreed.

The Committee met under the chairmanship of Dr. W. R. Dymond, Director of the Economics and Research Branch of the Department. It comprises representatives of professional associations, industry, education and various federal government departments and agencies.

It was first convened by the Department in February 1956 to exchange ideas on professional manpower and to act as a consultant body on the Department's activities in the professional manpower field.

The Minister of Labour, Hon. Michael Starr, welcoming the representatives, praised the recommendations made by the Committee during the past two years.

A. H. Brown, Deputy Minister of Labour, was also present for the opening of the meeting.

The meeting was given, and asked to comment on, the results of the first cycle of the continuing survey of the Department's Technical Register; it heard comments on the role of engineers in industry based on a survey conducted last summer and fall; and it heard reports on the role of technicians, the work of the Industrial Foundation on Education, and on the current supply and demand situation for engineers in Canada.

The results of the Department's first-cycle survey of the Technical Register were as yet preliminary and were not released

for publication. The Committee was asked to comment on the results obtained and the approach used in the survey.

Dr. P. H. Casselman, head of the Department's Specialized Manpower Resources Section, who presented the results of the survey, revealed that 8,426 persons in the technical and scientific professions—73.7 per cent of those receiving questionnaires—had replied in the survey. It was found that 40 per cent of the replies analyzed came from persons employed on administrative or supervisory functions, and that the largest number came from persons employed in manufacturing, with those employed by the federal Government providing the next largest number of responses.

The second cycle of the survey that will be conducted this year will cover about 22,000 in the scientific and technical professions. By using a new questionnaire developed for this survey, members of this year's graduating classes will be included; this will enable the Department to make a special analysis of this group.

One third of the personnel listed in the Technical Register will be surveyed each year, so that the entire Register will be brought up to date every three years. Thus current information will be available on the functions performed, the educational level, the income and personal characteristics of Canadian professional and technical manpower.

Dr. Dymond announced that the third bulletin in the professional manpower series would deal with Canadian students in the United States. (Bulletin No. 1 was *Trends in Professional Manpower Supplies and Requirements*; No. 2 was *Immigrants in Scientific and Technical Professions in Canada*.)

A. M. Sargent of the Specialized Manpower Resources Section, who was among those interviewing engineers in the survey of the role of engineers in industry, conducted as part of the Department's research program on the training of skilled manpower, described the impressions he had gained during the interviews. He stressed that they were not findings, merely his "impressions".

For the survey, 450 engineers, selected at random from 26 firms in 14 industries, were interviewed, and management was asked to answer a supplementary questionnaire. Aim of the survey was to investigate a variety of aspects of the training and employment of engineering manpower, such as, main sources of supply, functions performed, level of training and work experience required to give them competency, motivations that led them into engineering, and whether they considered that they were being properly utilized.

One hoped-for result of the survey will be a clearer picture of the work that industry considers to be engineering functions. "It is meaningless to say we have a shortage of engineers unless we specify the particular type of function for which employers usually think requires the services of an engineer," he pointed out.

Speaking of the proper utilization of engineers, Mr. Sargent explained that employment on non-technical jobs and on tasks below an engineer's capabilities, when part of a training program, would be valid utilization but such employment when no training program exists would be misutilization.

One difficulty in the way of eliminating sub-professional functions from engineering positions was the lack of technicians and engineering assistants, he said, pointing out that in the days when engineers were always available, little thought had been given to the training of technicians.

The shortage of new graduates that had resulted from companies' trying to bring into their establishments young men for development within the company was not, in Mr. Sargent's opinion, "critical". A shortage that was critical was that of qualified men with a number of years of experience who were sought for specific functions.

The most critical shortage, he thought, was of highly qualified engineers for developmental and research work.

Under the title, "Role of Technicians in Canadian Industry," J. P. Francis of the Economics and Research Branch commented on the results of the Department's research program into the training and utilization of skilled and technical manpower. He pointed out that the program was not aimed directly at technicians but, for example, at such questions as technological changes in a few industries and their effects on the kind and quantity of manpower used, and the training and work

experience of a sample of competent workers in a few different occupations.

A generally acceptable definition of a technician has yet to be found, he said, but it is possible to identify in many companies jobs that fall between that of the skilled production or maintenance worker and that of the professional. The fact that the way in which industry obtains and utilizes workers for these jobs is still in a fluid state makes it difficult to identify clearly the varying importance of the different functions at that level.

It was found, however, that to move from a top job in production or maintenance to a non-professional job in testing, planning and engineering required greater ability to think in the abstract and to apply scientific knowledge and methods to practical problems and situations. Such knowledge can best be developed by relatively long periods of formal education, Mr. Francis said.

He told the meeting of some of the results of the survey of the education and training acquired by a sample of competent workers in five selected occupations (L.G., Aug. 1957, p. 940; Nov. 1957, p. 1281).

He listed a few tentative conclusions from the findings to date:

—Canada has relied heavily on immigration as a source of technical manpower;

—Work in technical occupations requires intellectual preparation as well as practical experience;

—On-the-job training and apprenticeship is inadequate for jobs above the skilled tradesman but below the professional level.

"The Canadian educational system has not yet solved the problem of producing highly technical workers of a non-professional type in the numbers that our economic growth will inevitably demand," he concluded.

A. W. Crawford, Director, Canadian Vocational Training Branch, Department of Labour, described the functions and activities of his branch in training for professional and technical occupations. S. H. Deeks, Executive Director, Industrial Foundation on Education, dealt with some of the problems in determining the kind, number and training requirements of technicians in Canada; and Col. T. M. Medland, Executive Director, Association of Professional Engineers of Ontario, explained the Association's new system of classification of engineering technicians and technologists (L.G., Feb. 1957, p. 131).

## **Immigrants Added Most To Labour Force Growth**

More than two thirds of the growth of Canada's labour force during the years 1950 to 1956 has been due to immigration. This estimate is given by David C. Corbett, Associate Professor of Political Science, University of British Columbia, in an article entitled "Immigrants and Canada's Economic Expansion" published in *International Labour Review* for January 1958. This publication is issued by the International Labour Office.

Prof. Corbett bases his estimate on the fact that during the years in question Canada's labour force grew by only about 600,000 persons, owing to the low birth rates in the 1930's, and on the calculation that three quarters of the immigrant workers who came to Canada in those years remained in Canada and in the labour force. This would mean, he says, that immigrants added about 420,000 to the labour force during the period.

The article traces the connection between the growth of Canada's economy in the years since 1950 and the ability of that economy to absorb immigrants. The writer also tries to calculate what the situation will be in the near future.

"The next stage in Canada's population growth may be a challenge to the economy's capacity to provide employment," says Prof. Corbett. "For the past few years the generation entering the labour force has been a relatively small one, born in the late 1930's. Very soon, however, the war and postwar generations in vast numbers will be ready to enter the labour force and will need jobs.

"...The immigrant workers who have come to Canada since the war have been filling a gap in the ranks of Canada's population. But soon the situation will be reversed and the labour force will be growing more rapidly than the population as a whole. Will there be enough jobs for the young Canadian workers? And if there are enough jobs for them will there be shortages of labour and new opportunities for immigrant workers?"

Prof. Corbett thinks that there is no need to be pessimistic about the economy's long-run response to challenges such as these. He points out that full employment depends on adequate demand, and he says, "Consumer demand can be sustained through a rise in standards of living or a growth of population or both... A long-range forecast is bound to be speculative, but there seems more likelihood of excess demand and inflation than of the reverse."

The article contains a number of interesting observations about the distribution of postwar immigrants in the various industries and parts of the country, and the labour turnover among immigrant workers. Prof. Corbett finds that there is no evidence to support the popular belief that immigrants tend to be attracted to, and concentrate in, industries that are growing rapidly. He also rejects another popular idea, that low wages in an industry are a sure sign that immigrant workers are employed in it. He concludes that "no simple general rule seems to explain why immigrants go into some industries and not others".

## **Union Membership Grows 2½ Per Cent in Year**

A 2½-per-cent increase in Canadian trade union membership in the year ending January 1957, to a total of 1,386,185, is reported in the latest edition of *Labour Organization in Canada*, recently published. It is the 46th annual report issued by the Department.

The 1957 total, compiled just seven months after three quarters of Canadian union members realigned themselves to form the Canadian Labour Congress, was 32.8 per cent of non-agricultural paid workers. This proportion, despite the increase in total membership, was 0.5 per cent lower than a year earlier.

The 1957 survey showed that:

(a) The Canadian Labour Congress increased its membership by 40,000.

(b) Affiliation of the Brotherhood of Locomotive Firemen and Enginemen with the CLC reduced the size of the independent railway brotherhood group by 10,000.

(c) There were, at August 1957, six fewer provincial federations and 25 fewer local labour councils than a year before.

(d) The number of unions active in Canada decreased by seven.

(e) International unions gained 43,000 new members.

(f) National union membership changed little from last year.

(g) Ontario recorded the largest increase in union membership.

(h) Largest labour market gain was in Hamilton, where some 9,000 members were added.

(i) By industrial groups the largest change was in manufacturing, where the percentage of workers organized rose by 2 per cent.

The report may be obtained from the Superintendent of Government Publications, Queen's Printer, Ottawa, at 35 cents a copy.

## **International Unions Have 18 Million Members**

A survey of 191 unions with members in Canada and the United States shows them with a membership of 18,350,000, approximately one million of whom were in Canada.

They pay annual dues of about \$620 million a year, an increase of \$162 million since 1955.

The survey showed that 49 of the unions reported a gain of at least 2,000 members over the two-year period, 1955-57, while 18 reported decreases of 2,000 or more.

Membership losses were heavy in some railroad unions because of labour force cuts, while losses by the textile and hosiery workers unions were the result of the United States textile industry's shift to the South.

Independent unions in the U.S. claimed to have a membership of 1,300,000.

## **British Unions Report 9.6 Million Members**

The aggregate membership of trade unions in the United Kingdom at the end of 1956—the latest date for which official figures are available—was 9,699,800. This number was about 36,000 more than the total at the end of 1955, and 206,000 more than the total at the end of 1954. The statistics were compiled by the Ministry of Labour and National Service.

The Ministry report also notes that the total number of trade unions in existence at the end of 1956 was 647, including 25 with headquarters in Northern Ireland. The total was 21 below the 1955 figure; 25 small unions were absorbed by larger unions or otherwise ceased to function, and four new unions were formed.

In 1956, female membership in the U.K. unions amounted to 1,882,530, while there were 1,843,430 in 1955.

### **Australian Union Membership**

At the end of 1956, Australia had 1,815,899 members in 377 unions, compared with 1,801,862 members in 372 unions a year earlier. The 1956 figures are the latest complete ones available.

### **Few Unionists in Pakistan**

There are slightly more than 400 registered trade unions in Pakistan with a total membership of more than 400,000. However, an ILO mission estimated, not more than 100,000 workers belong to unions that are recognized by employers and only 30,000 received any legally enforceable protection from collective agreements.

## **U.K. Rail Unions Agree To Lone Man in Diesels**

One-man operation of diesel locomotives has been accepted by British rail labour organizations, it was recently announced by British Railways.

The agreement covering one-man operation of both passenger and freight diesels, which became effective on January 1, 1958, has been concurred in by unions representing engineers, firemen, and all other rail employees, according to a spokesman for the company.

It ends three years of controversy attending this phase of a rail modernization program which is being carried out by the British Transport Commission. The program includes provisions for complete electrification.

## **Sees Technology Ending Economy's Rise and Fall**

Scientific and technical developments may solve the problem of the periodical rise and fall of the country's economy, said N. R. Crump, President of the Canadian Pacific Railway, in an address to the Toronto Advertising and Sales Club last month.

"Technology, may, in fact, hold the promise of a solution to those swings of the economic pendulum which the 'built-in' stabilizers of the planners have yet failed to halt," he said.

New technical developments promise a "continuous flow of new opportunities," he continued. "In this sense it differs from the past, when opportunity, particularly in Canada, has been so largely governed by the successive yet sporadic spirit of growth which are characteristic of a predominantly resource-based economy such as ours."

As examples of technological advances Mr. Crump mentioned diesel locomotives, turbo-prop airliners, pipelines, super-highways, and the St. Lawrence Seaway.

## **Conciliation Chairman in Rail Dispute Withdraws**

Withdrawal of Hon. Charles P. McTague, QC, from the chairmanship of the conciliation board established in the dispute between Canadian railways and 13 unions of non-operating employees was announced at the beginning of February by Hon. Michael Starr, Minister of Labour.

Mr. McTague withdrew, the Minister explained, as a result of the position taken by the unions' joint negotiating committee. He decided on this course of action so that nothing would stand in the way of ultimate settlement of the dispute.

In early January, Frank Hall, chairman of the negotiating committee, said in a letter to the Minister that the unions were protesting Mr. McTague's appointment because they believed he could not be considered an appropriate person to serve in the neutral capacity of chairman of the board.

Mr. Hall pointed out that Mr. McTague is president of two companies, director of nine others, and once represented the City of Toronto in an arbitration case affecting firemen.

In a letter to Mr. Hall advising him of Mr. McTague's withdrawal, the Minister said he had considered himself fortunate in having been able to obtain Mr. McTague's consent to serve. He was a person with a wide range of experience and a record of achievement in labour-management relations, Mr. Starr wrote. He also stressed Mr. McTague's "distinguished service" as a Justice of the Supreme Court of Ontario, his service as Chairman of the National War Labour Board "with conspicuous success and with the full support and appreciation of organized labour," and his service "with marked competence" as chairman on conciliation boards and as impartial arbitrator in disputes under Ontario jurisdiction.

Mr. McTague had been the nominee of the Brotherhood of Locomotive Firemen and Enginemen on conciliation boards established in disputes with the Canadian Pacific Railway Company and the Canadian National Railways, the Minister pointed out.

Mr. Starr promised to attempt to find a replacement for Mr. McTague as quickly as possible.

### **Ont. Industrial Fatalities Decrease by 10 in 1957**

Fatal accidents listed in the records of the Industrial Accident Prevention Associations, Toronto, for 1957 totalled 95, a reduction of 10 from the 105 in 1956. Of the 1957 total, 23 were due to pneumoconiosis (a group of industrial diseases resulting from damage to the lungs from inhaling various types of dust).

Traffic accidents caused the second highest number of fatalities, 28, and explosions the third highest, 11.

Ten persons were crushed to death by falling objects, nine died in falls, three by electrocution, two in crane accidents, two in grinding wheel accidents and two in aircraft accidents.

The death of one person in each case resulted from an accident on a lift truck, lifting strain, being struck by an object, being caught in a machine, and from burns.

One died trying to look up an elevator shaft and one following a hernia operation. There was one drowning.

### **Incidence of Silicosis In Mines Said Reduced**

Through a long-term preventive program, the incidence of silicosis in the mining industry has been reduced, according to R. E. Findlay, Manager of Aunor Gold Mines, Timmins, Ont. He was speaking at a three-day conference on industrial pulmonary diseases held in Toronto last month.

Silicosis is a lung condition caused by prolonged inhalation of silicon dioxide. The hazard is known to be present in at least 300 industrial processes.

Proof of progress in combatting the disease is evident in the fact that in 1926 it took 12.6 years for silicosis to develop, while in 1956 the average had risen to 27.4 years, Mr. Findlay noted.

Seriousness of the problem was substantiated by the fact that the Ontario Workmen's Compensation Board had spent \$15,798,685 from 1926 to 1956 for disability from the disease.

### **Urge Anti-Discrimination Law for Housing in Ont.**

Extension of the Ontario Fair Accommodation Practices Act to cover housing was requested in a brief submitted January 21 to the provincial government by the Ontario Federation of Labour and 24 other labour, community, ethnic and church organizations. More than 50 persons made up the delegation.

The brief gave several examples of discrimination in the rental and sale of apartments and houses and included a copy of the anti-discrimination housing by-law passed by New York City only the month before.

The Ontario Act needs only a minor amendment to one clause, the brief pointed out, to have accommodation defined as applying to the use, rental or sale of multiple dwellings.

The delegation also called for an effective public education program on existing fair practices legislation in the province\*, provisions for which are included in federal fair practices legislation and that of Nova Scotia.

\*Legislation setting up a commission to integrate provincial laws dealing with human rights and that will provide for an educational program aimed at overcoming discrimination was forecast in the Speech from the Throne at the opening of the Ontario Legislature February 3.

## **Alberta Federation Asks Separate Labour Dept.**

Establishment of a provincial labour department was requested, and strong opposition to a provincial salary schedule for teachers and objection to the permitting of gainful employment in certain tasks for 12-year-olds were expressed in the annual brief submitted by the Alberta Federation of Labour to the provincial government.

A minimum wage of \$1.25 an hour for all working persons in the province over 16 years of age, a 40-hour, five-day work-week, and two weeks annual holiday with pay for all employees with one or more years' service were also requested in the brief.

In calling for a separate Department of Labour as distinct from the present Department of Industry and Labour, the Federation said the industrial expansion of Alberta warranted two separate departments each with its own Minister.

"In our opinion," the brief stated, "it is wrong to expect the employees of a dual department to adequately service in an impartial manner both Industry and Labour."

Considerable pressure, the brief claimed, had been brought to bear to have the Alberta Teachers' Association deprived of its rights under the Alberta Labour Act and to take away from it the opportunity of collective bargaining. It had been suggested that collective bargaining be substituted with a provincial salary schedule, the Federation said.

### **Child Labour**

An August order-in-council allowing children of 12 years of age "to take certain stipulated employment" was condemned by the Federation.

"For the past century labour and child welfare societies have been struggling and endeavouring to eliminate child employment in order to give children the opportunity to live as children..."

"Rather than pass legislation of this nature, it is the duty of your government to see that the fathers of these children are guaranteed a minimum wage high enough to provide a decent standard of living for the children."

The brief also asked more government protection for unions against "employer interference, unfair labour practices and outright company-dominated unionism".

It said Labour had been faced with a growing incidence of such practices in the past two years and predicted even greater interference "unless some form of protection is provided to the legitimate trade unions, stricter enforcement against issuing

of certificates to company unions and penalty enforcements of violations of the Alberta Labour Act or unfair labour practices through employer interference during the process of organizational work."

The Federation reiterated former requests for changes in the Alberta Labour Act asking for a more air-tight method of conducting a government-supervised vote for certifications and strikes; more curbs on employer circumvention in the process of negotiations; an end of "intimidation and coercion" in the use of employer petitions in the matter of certifications and the entitlement of a bargaining agent to be in a legal position to proceed with a strike vote.

In reference to the \$1.25 minimum wage request the brief said: "It is very difficult to understand how any worker, married or single, can exist on the present minimum wage standard of today."

The provincial government should "do everything within its power," the brief stated, to have a comprehensive health program instituted in the nation.

## **UAW Convention Sets 1958 Bargaining Goals**

The most prominent of the demands decided on by the United Automobile Workers in drawing up its program for 1958 negotiations for a new contract was a proposal for a triple division of the profits of the automobile companies in excess of 10 per cent of net capital before deduction of taxes.

The proposal was that 50 per cent of this excess should be retained by the company, 25 per cent distributed among the employees who did not participate in executive bonus plans, and the remaining 25 per cent applied in price rebates to customers.

This proposal, as well as a number of other basic economic demands, was overwhelmingly approved by delegates to the union's special convention held in Detroit towards the end of last month. Opposition to the demands proposed by the international executive board was slight, most of the objections centring on the decision to give up emphasis on the objective of a shorter work-week.

Other demands approved by the convention included:

—A general wage increase based on the national increase in productivity, which the union contends is more than 3.9 per cent per year. It is reckoned that this demand would be equal to more than 10 cents an hour.



—An increase in supplementary unemployment benefits to 65 per cent of gross pay before tax deductions, plus \$2 for each dependent up to six, and extension of the possible duration of benefits from 26 to 52 weeks a year.

—An increase in pensions from \$2.25 to \$2.75 a month for each year of service, and the right to invest pension funds in community projects, such as housing and health facilities.

Other demands included a program to protect workers and their communities when work is moved from one plant to another; improved hospital and medical insurance benefits, and a 1958 contract of "short duration" compared with the present three-year agreement.

By an overwhelming majority the convention voted to increase union dues from \$3 to \$8 a month for March, April and May. The extra \$5 will be set aside for the union's strike fund, which at the end of 1957 amounted to \$24,041,713.

Walter Reuther, President of the UAW, made it clear that although the demand for a shorter work-week at increased pay was being deferred as a primary goal, it would still be kept in mind when negotiations begin about April 1 with the auto industry's Big Three. Union officials explained that the workers' share of 1958 profits might be applied towards payment for a shorter work-week if they so desired.

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### **Let Hoffa Take Over But Appoint Monitors**

An injunction preventing James R. Hoffa from taking over the presidency of the International Brotherhood of Teamsters, to which he was elected for a five-year term beginning December 1 at the union's convention last October, was removed in late January when an out-of-court settlement was reached.

The injunction was issued by a Federal District judge in Washington at the request of 13 rank-and-file members of the union from New York City, who contended that Hoffa had been wrongfully elected by delegates who had been sent to the convention in violation of the union's constitution (L.G., Nov. 1957, p. 1275).

The settlement provided for the appointment by the court of a board of three monitors, whose duty it will be to ensure the enforcement and protection of all rights of the individual members and to draft a model code of local union by-laws. The board consists of one nominee of each of the two parties to the court action and a chairman designated by the court.

The new convention and election sought by the 13 plaintiffs will not be held for at least a year, and possibly not until the time for a regular convention nearly four years from now. The monitors may recommend to the general executive board after one year that a new convention and election be held. They are to report to the court at six-month intervals. When a convention is held delegates shall be elected "in strict and literal compliance" with the union's international constitution.

A paragraph in the settlement dealing with finances says that the executive board "in consultation with the board of monitors shall review and where needed establish accounting and financial methods, procedures and controls affecting all funds and properties held, received and disbursed by or on behalf of" the union.

Hoffa and the other officers are prohibited from having a financial interest in companies with which the union bargains collectively, or from doing business with a company that bargains with the union.

The court order directs the executive board to "examine and review the status and condition of affiliated local unions under trusteeship, to the end that trusteeships be removed and self-government restored with all deliberate speed consistent with the best interests of the membership of such locals".

The order also provides that "no reprisal of any sort or nature" shall be taken against anyone because of his participation in the court action.

After one year Hoffa may petition the court to discharge the monitors.

At the end of January, Nathan Cayton, retired Chief Judge of the Municipal Court of Appeals for the District of Columbia, was named chairman. The other two monitors are lawyers for the union and for the 13 rank-and-file who petitioned for the injunction.

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### **B.C. to Raise Provisions For Vocational Education**

Increased provision for vocational and apprenticeship education was forecast in the Throne Speech at the opening of the British Columbia Legislature January 23.

The speech also indicated that legislation enabling a better superannuation allowance for municipal employees will be introduced, as well as certain amendments to the Public Services Medical Plan Act which provides medical insurance for 12,000 provincial government employees.

## **U.S. Unemployment Rises, Further Spurt Indicated**

Unemployment in the United States increased more than seasonally in December to bring the total of unemployed to nearly 3.4 million. The jobless figure was 5.2 per cent of the labour force, the highest rate in three years.

Unemployment was up 700,000 over the year-earlier total.

During the month, the number without work increased by nearly 200,000 while the number with jobs dropped by almost half a million to 64.4 million.

The monthly report of the Departments of Commerce and Labour indicated that the jobless figure may spurt in January. It noted that unemployment insurance claims increased sharply by more than 500,000 since the December jobless count was taken.

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## **SUB Plans Successfully Meet First Real Test**

Union-management unemployment benefit funds are helping thousands of jobless workers in the United States at the present time, says A. H. Raskin, writing in *The New York Times*.

The funds, financed by employers in the steel, auto, rubber, glass, maritime and allied industries, are receiving their first real test, he says.

Employees of United States Steel Corporation alone are getting about \$1,000,000 per month in addition to state unemployment insurance.

Because payment records are kept on a company-by-company basis, reliable estimates of the number of workers receiving supplementary benefits are impossible. Guesses at the current total range from 100,000 to 200,000, with the average worker getting an industry payment of \$15 to \$25 a week. This is in addition to state benefits averaging \$30 a week.

The general attitude of company executives is a good deal more hospitable to the unemployment programs now than it was when Labour was making its big push for such benefits three years ago under the slogan of the "guaranteed annual wage," says Mr. Raskin.

The United Steelworkers, with 763,500 members in basic industries covered by the plan, note that in Pennsylvania, unemployment insurance provides a maximum of \$35 a week for 30 weeks to an unemployed person. Under the GAW plan, a Pittsburgh steel worker with four dependents would get \$33 on top of the state's \$35, or \$68 a week, and when he exhausted his state

benefits, he would still continue to draw \$55 a week for 22 more weeks under the GAW plan.

In the auto industry, General Motors has a reserve supplementary unemployment benefit fund amounting to \$85,000,000 and has distributed \$5,500,000 in benefits since the payments started a year and a half ago. For Ford the figures are \$36,898,000 in reserves and \$2,058,000 in benefits, for Chrysler \$22,000,000 and \$3,400,000, for Studebaker-Packard \$2,056,818 and \$298,394, and for American Motors, \$1,213,000 and \$62,500.

The average payment in the auto industry is \$15 a week, while it is \$23 per week in the steel industry.

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## **Rubber Workers Local Accepts Firm's SUB Plan**

A local of the United Rubber Workers has accepted a three-year supplementary unemployment benefit plan proposed by the Goodyear Tire and Rubber Company of Canada Limited for 1,650 employees at the New Toronto plant.

The company, since February 20, 1957, has been paying into a reserve fund 3 cents for every man-hour worked since then.

Under the plan, any employee with one year's seniority laid off after January 19 this year was eligible for benefits, which will be paid after February 17.

The scheme will pay employees without dependents 65 per cent of their take-home pay after taxes and unemployment insurance deductions to a maximum of \$28 a week. Employees with dependents will receive an additional \$5 a week.

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## **Edmonton Central Labour Councils Amalgamate**

Edmonton's two central labour councils, the Edmonton Trades and Labour Council (formerly TLC) and the Edmonton Labour Council (CCL) last month merged to form the Edmonton and District Labour Council (CLC).

The new body will represent 15,000 trade unionists in the city and environs.

Under the terms of the merger agreement, the president and four executive members were elected from the former CCL group, and the vice president, secretary-treasurer, sergeant-at-arms and three executive members were elected from the former TLC council.

James Shewchuk, President of the former CCL council, was elected President of the merged body. John Hart was named vice president and H. G. Turner, secretary-treasurer.

In Newfoundland, three independent loggers' unions have affiliated with the United Brotherhood of Carpenters and Joiners. The three unions were the Newfoundland Lumbermen's Association, the Fishermen's Protective Union and the Newfoundland Labourers' Union.

In the United States, the Carpenters were at the same time being suspended from the Industrial Union Department of the AFL-CIO for non-payment of per capita tax.

### **Former Labour Minister Named to U.N. Post**

Hon. Milton F. Gregg, VC, Minister of Labour from August 1950 until June 1957, last month was appointed resident officer for the United Nations at Baghdad, Iraq.

## **Proceedings of Parliament of Labour Interest**

### **Winter Employment Projects**

#### **December 20**

Work projects involving an expenditure of \$3,500,000 and that will provide 1,062,000 man-hours of work for some 600 individuals were announced in the House by Hon. George H. Hees, Minister of Transport. The work, being undertaken by Canadian National Railways, will be charged to the company's 1958 budget. The Government gave advance approval to the projects so that winter employment could be provided.

#### **December 20**

Work will be provided for some 75 men at the Terra Nova project, and a further 175 in the Fundy National Park area, Hon. Alvin Hamilton, Minister of Northern Affairs and National Resources, advised the House, replying to questions on winter employment.

#### **January 3**

The federal Government has decided to offer to the provinces an arrangement under which it would be prepared to pay 50 per cent of the cost of construction of forest access roads where the work is done between the date of the offer and June 30, 1958, Hon. Alvin Hamilton, Minister of Northern Affairs and National Resources, said. The projects should provide employment for 1,000 to 2,000 men. The jobs would be additional to the 1,700 to 2,000 previously provided for men in national parks projects.

#### **January 14**

Hon. Alvin Hamilton, Minister of Northern Affairs and National Resources, made a further statement on winter employment projects.

#### **January 20**

Mr. Hamilton made another statement on winter employment projects.

### **January 20**

Transport Minister Hees announced that the Canadian National Railways was putting into effect immediately a works program on all lines designed to provide winter employment. The program was in addition to one announced earlier to provide work for 600 men, at an estimated cost of \$3,500,000.

The supplementary work programs will not mean new hirings but are being designed to keep the existing labour force employed, he explained.

### **January 24**

The Government, said Prime Minister Diefenbaker, "has been giving every consideration to the establishment of public works in our country, to the end that where unemployment exists employment will be provided". He was answering a question by E. G. McCullough (Moose Mountain).

### **Unemployment Statistics**

#### **December 20**

The number of persons unemployed in the Quebec District at the end of November 1956 was 7,650, while at the end of the same month in 1957 the number registered for employment at the Quebec City office of the Unemployment Insurance Commission was 9,997, Labour Minister Starr informed Wilfrid LaCroix (Quebec-Montmorency).

#### **January 10**

Hon. Michael Starr, Minister of Labour, told the House there were 698,153 persons registered at unemployment offices across Canada on December 26, 1957, while there were 387,327 registered as of December 27, 1956.

Mr. Starr pointed out that the 1957 figure included fishermen, who were not numbered among those on the register in 1956, and that persons were on the files sooner in 1957 than in 1956 due to a recent amendment to the Unemployment Insurance Act. These two facts must be considered when comparing the figures, he cautioned.

He also pointed out that the figure quoted was not a figure of those unemployed and seeking work, which is compiled by the Dominion Bureau of Statistics.

### January 13

Labour Minister Starr, replying to a question by Hon. Paul Martin (Essex East), advised that there were 754,640 persons, as of January 2, 1958, registered with the National Employment Service. Mr. Starr noted that: "... the National Employment Service figures are operational figures compiled for the convenience of the officials of National Employment Service. They do not purport to be a figure for the number of persons unemployed in Canada. The only such figure is the Dominion Bureau of Statistics figure for persons out of work and seeking jobs..."

### January 20

At January 9, 1958, there were 798,000 persons registered with the Unemployment Insurance Commission offices across Canada, Labour Minister Starr stated.

### January 21

Hon. Michael Starr, Minister of Labour, referring to an unemployment figure of 796,000 used in the House and outside of it, stated: "I note, Mr. Speaker, that there has been a great deal of misrepresentation of that figure. Despite the fact that I emphasized that this figure has never been accepted as an official unemployment figure, there is still a tendency to consider it in that light. In the *Globe and Mail* of this morning, for example, the figure is referred to as '796,371 Jobless.' I make this point, Mr. Speaker, because a number of members have asked me about the figure, and I want to point out that it was not the policy of the previous government to release it. In fact on numerous occasions members of the previous government made it very plain that the only official unemployment figure was the Dominion Bureau of Statistics figure, which now stands at 386,000. It has a serious effect on public confidence, Mr. Speaker, when a figure which is in fact an operational figure relating to operations of the Unemployment Insurance Commission is persistently referred to as the official unemployment figure."

## Canada Elections Act

### January 3

Stanley Knowles (Winnipeg North Centre) moved second reading of a bill to amend the Canada Elections Act to extend the privilege of voting at advance polls in federal elections to any qualified voter who will be away from home on election day. The hour for consideration of private bills expired before the question was put.

## Bill of Rights

### January 6

M. J. Coldwell (Rosetown-Biggan) moved an amendment to the British North America Act to include an article on "Human Rights". After a long debate, the House adjourned without the question being put.

## Canadian National Steamships Strike

### January 7

Hon. George Hees, Minister of Transport, denied a report that the Government was considering the sale of Canadian National Steamships that were strike-bound.

## Alleged Inefficiency in UIC Office

### January 7

Labour Minister Starr has received no reports of inefficiency in the Vancouver office of the Unemployment Insurance Commission in the matter of processing claims, he informed the House in reply to a question by Frank Howard (Skeena). He added: "When and if I do... appropriate action will be taken."

## Federal Aid to Education

### January 7

M. J. Coldwell (Rosetown-Biggan) moved: This House is of the opinion that the Government should give consideration to the advisability of taking steps to relieve the financial crisis in education, without encroaching in any way on the exclusive jurisdiction of the provinces in this field, by granting financial assistance to the various provinces for the expansion and equalization of educational opportunity across Canada.

The motion was defeated, 163 to 27.

## Protest over Conciliation Board Chairman

### January 8

No decision had been reached by the Government, Labour Minister Starr told the House, in connection with the protests from non-operating railway unions over the appointment of Charles P. McTague as chairman of the conciliation board to deal with the dispute between the railroads and the unions. Mr. Starr was questioned on the matter by Claude Ellis (Regina City).

## Health Insurance

**January 10**

Hon. J. W. Monteith, Minister of National Health and Welfare, announced that the Government intended to introduce, at the next session of Parliament, an amendment to the Hospital Insurance and Diagnostic Services Act that would permit "any province that has signed an agreement with the federal Government and has a provincial law in force to receive federal contributions on or after July 1, 1958." The proposed new section would substitute for Section 6 (2) of the Act, which reads:

No contributions shall be paid under this Act until at least six provinces, containing at least one-half of the population of Canada, have entered into an agreement and the provincial law in relation to those provinces is in force.

The amendment will accomplish two purposes, the Minister said: (1) It establishes an effective date for the start of the program, and (2) The start of the program in any one province will no longer be dependent upon the action in at least five other provinces.

## Old Age Security Investigation

**January 13**

The Prime Minister reminded the House that the Government intended, in addition to the present pension systems, "to give full consideration to investigating the insurance system in the United States to the end that we will bring about in Canada a rounded and effective contributory social security system over and above that which already exists." The services of Gordon Huson, professor of business administration at the University of Western Ontario, to make an independent study of the American system and its application to our Canadian problem, have now been retained, he announced.

**January 24**

Prime Minister Diefenbaker advised that Dr. Robert M. Clark, University of British Columbia, would replace Prof. Gordon Huson in the task of making a study of pension schemes used in the United States that might be applied in Canada. Mr. Huson asked to be relieved from the post because he did not feel that he could carry out the necessary survey under a year, while the Government wants an answer to the problem within three or four months, he explained.

## Motion for Unemployment Debate

**January 14**

T. S. Barnett (Comox-Alberni) moved the adjournment of the House for the purpose of discussing "the alarming unemploy-

ment situation now facing this country... and the need for immediate action to provide employment". The Speaker did not allow the debate, because he did not consider the matter one for which the regular routine of business of the House should be interrupted. He pointed out that there had been a great deal of talk about the unemployment situation during this session, and that unemployment is a situation that develops slowly and one that can be dealt with only deliberately and through the course of time.

## Unemployment Insurance Contributions

**January 14**

There is no government plan to increase contributions of those participating in the unemployment insurance scheme, Labour Minister Starr told C. E. Johnston (Bow River). Mr. Starr also stated there was no truth in a report that the insurance fund was being alarmingly depleted. There was a total of \$884 million in it.

## Increased Pensions

**January 14**

Seven provinces have signed agreements to share with the federal Government increases in old age security pensions shared by the two levels of government, said Health Minister Monteith, replying to a question by Stanley Knowles (Winnipeg North Centre). The provinces: Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. The other three provinces indicated they will complete agreements as soon as possible.

## Unemployment Assistance

**January 15**

The province of Nova Scotia has not yet signed an agreement under terms of the Unemployment Assistance Act, Health Minister Monteith told T.A.M. Kirk (Shelburne-Yarmouth-Clare).

## Voluntary Revocable Check-Off

**January 24**

Bill No. 5, to amend the Industrial Relations and Disputes Investigation Act and provide for voluntary revocable check-off of union dues, introduced to Commons by Stanley Knowles (Winnipeg North Centre), was talked out.

## Farm Prices Bill

**January 25**

Bill No. 237, to provide for the stabilization of prices of agricultural commodities, following lengthy debate, given second and third reading and passed.

# Married Women Working for Pay in Eight Canadian Cities

Overwhelming reason why married women work outside the home is to raise family's standard of living, it was found in survey conducted in eight cities. Department has just published report on the survey

"The overwhelming reason why married women—especially those with children—work outside the home is to raise the family standard of living." This is one of the main findings of a survey of married women working for pay in eight Canadian cities initiated by the Department in 1955.

A report on the survey published this month, *Married Women Working for Pay in 8 Canadian Cities*, is available, in English and French, from the Queen's Printer (Superintendent of Government Publications) for 25c a copy.

"The survey established beyond doubt that the overwhelming reason why these married women were working outside the home was the economic one," the report says. "Naturally," it continues, "a considerable proportion (of those interviewed) mentioned other satisfactions too, such as the enjoyment of contact with fellow workers. Some who originally went to work for economic reasons stayed on because they became accustomed to the added income and, also, many learned to enjoy the life. A small proportion were the main breadwinners for the family, but the great majority were working, not 'to keep the wolf from the door', which their husbands were generally able to do themselves, but to raise the family standard of living. The additional income that these women brought in was practically all spent on the home and family, and even when it was small it was likely to buy otherwise unattainable 'luxuries'."

This survey was planned by the Women's Bureau and the Economics and Research Branch of the Department of Labour. The Dominion Bureau of Statistics and the Department of National Health and Welfare helped with technical advice. It was undertaken to provide authoritative information which would throw light on questions that are constantly being asked about the position of married women in the Canadian labour force.

The survey was conducted by means of personal interviews with married working women in the cities of Halifax, Quebec, Montreal, Toronto, Winnipeg, Saskatoon, Edmonton, and Vancouver; the interviewers were for the most part graduate students

in social work, working under the supervision of members of the faculties of a number of Canadian universities. The number of interviews carried out was 786.

The report of the survey is divided into seven sections: I—Who Are the Married Working Women? II—What Are They Doing? III—Are They Regular Members of the Labour Force? IV—What Do They and Their Husbands Earn? V—Why Are They Working? VI—How Do Things Work Out at Home? VII—How Do the Immigrants Fare? These are followed by a Summary and Conclusions. Thirty-seven tables are interspersed with the text.

## Who Are They?

"The married working women in the sample were, on the whole, younger and better educated than married women generally," the report says. "Eighty per cent were full-time workers. The largest group of women earned from \$1,000 to \$1,999. The 30 per cent who had vocational training were mainly stenographers, nurses or teachers. Most of these women carried the main responsibility for their household work. Few had paid help, but households were small and husbands and relatives helped to lighten the load. In nearly half of the homes where there was a husband present there were no children. Arrangements for child care were generally made at or near home, little use being made of agencies for the purpose."

## What Are They Doing?

The largest number of women in the sample were found to be employed in the occupation that employs the largest number of Canadian women in general: clerical work. Factory work came next, with a higher proportion than would have been expected, judging by information from other sources. The service industries, on the other hand, appeared to be under-represented in the sample, the report said.

"The industries in which these women were employed varied a good deal in different parts of the country, depending on opportunity and other factors. In the industrial provinces of Ontario and Quebec,

manufacturing was, of course, to the fore. In the cities located outside these two provinces, the service industry employed the largest number in the sample," according to the report.

In their choice of work, the women in the survey appeared to be making good use of whatever education or training they had received. This, however, did not seem to apply so much to those with teaching experience, many of whom had taken up clerical work.

### **Regular Members of Labour Force?**

The survey did not provide a complete answer to the question of the extent to which these women were regular members of the labour force, the report said. Owing probably to the fact that they were less likely to have dependent children, the older women seemed to be permanently attached to their work more often than the younger ones.

"Most of the women in the sample do not regard work outside the home as unusual for them. They have been working continuously for some time—the vast majority in full-time jobs—and they expect to continue as working women. It is when the children arrive that women seem to find part-time jobs if possible. But part-time jobs are usually scarce; also, those who feel they must work for financial reasons are often compelled to work full time if the effort is to be worthwhile. Part-time jobs are a luxury that few women in this sample felt they could afford," the report says.

It adds that the smallness of the proportion of married women who work outside the home at any time is in itself a sign that the home is the central part of women's lives. "Even for these women who are working, the evidence suggests that work is not generally the main theme of their lives. For most of them the reasons for working are tied up with their primary interest of improving the lot of their families," the report points out.

### **What Do They Earn?**

The survey included an inquiry into the earnings of the women in the sample, and also the earnings of their husbands.

"The women in the sample were better paid than a cross section of Canadian non-farm working women in 1954," the report states. "One reason for this is that the sample was drawn from the larger centres, where wages are higher than in other parts of Canada. Also, women in their thirties made up a high proportion of the sample population, and it is in those years that

women reach their peak incomes. Nevertheless, nearly 60 per cent of the women earned less than \$2,000 in the year preceding the survey. Only about 8 per cent got \$3,000 or more.

"The husbands of these married working women, though better paid than their wives, were on the whole not high-income earners compared with Canadian men generally. The largest group in the sample received between \$3,000 and \$3,999; only about 14 per cent got \$4,000 or more. But when husbands' and wives' incomes were added together, more than half of the families received at least \$4,000."

### **How Do Things Work Out at Home?**

The effect on the home and especially on dependent children when married women are working out was one of the most important of the questions investigated. About 44 per cent of the women in the sample had no dependent children, and the findings of the survey did not in general support "the notion that the typical married working woman is a mother with children who are being neglected". Of the women under 25, as well as those 55 or over, more than 60 per cent were without dependent children, it said.

Married women in the sample who had dependent children insisted that their children were being well looked after while they themselves were away at work. In such families the father often helped in looking after the children. "The tendency of working mothers seemed to be to avoid as far as possible being away from the children when father was also absent," the report says.

Other relations sometimes cared for the children while their mother was away. "Grandmothers played an important role, especially in looking after the children... Neighbours, too, were often helpful in keeping an eye on children after school," according to the report.

Women interviewed who had no young children themselves often held the view that there ought to be more day nurseries or similar institutions, but such institutions are not widely used by those who had children. Of one eastern city where special inquiries were made the report says, "It is safe to say that in that city not more than 10 per cent of the mothers of preschoolers used organized facilities such as nurseries, kindergartens or other schools."

It also says that most mothers prefer some arrangement, such as leaving them with a relation or a neighbour, which does not make it necessary to remove the children from their homes. "Any other plan

does not appeal to mothers for their own children, although day nurseries were often suggested as a solution for care of children of other working mothers."

Although the attitudes of the women interviewed were generally favourable to married women working, opinions were clearly divided when it came to the question of whether or not mothers should work. "A woman's opinion on that subject seemed to depend a good deal on her own situation," according to the report. "A widespread view among those who had no children themselves was that a mother's place is at home with her children."

The survey did not show that the homes necessarily suffer when the wife works outside. "It should be kept in mind, however, that this information is based on interviews with married women who are working. The great majority of married women, those not working outside, many of whom have had work experience, could very well have a different story to tell," the report declares.

### How Do Immigrants Fare?

About one in three of the women in the sample were born outside Canada, the report says. About half of the immigrants had come to Canada since 1950, the largest group having come from Europe. A third of the immigrants came from the United Kingdom or the United States, but the other two thirds, who were likely to be handicapped by lack of knowledge of English, appeared to be working longer hours, and to be earning less money than the Canadian-born. On the whole the immigrant women were older than the native-born Canadians, and since older women

are often found in the lower paid jobs, this would also partly account for their lower earnings, the report points out.

"There is no evidence from this survey that the foreign-born married women are necessarily more likely to be working than those born in Canada," the report says. "However, most of the immigrants were married to foreign-born men, whose ordinary earning power would probably be reduced somewhat for the first few years in Canada. This would be a further incentive for the wives to help out with the family budget." There was no conclusive evidence to show that the earnings of husbands or foreign-born women were lower than those of other husbands in the sample.

### Public Opposition

"In a labour market where jobs are relatively plentiful, the suggestion is seldom heard that the married woman, typically the second wage-earner in the family, should give up her job to make room for someone who depends entirely on his work for a living. Whether or not public attitudes to married women working would be different if the economy should become less buoyant is hard to predict. Should competition for jobs become keen, opposition to married women working could very well grow," the report states.

Contrary to what might have been expected, "the married working woman in this sample had a remarkably stable work record, and she seemed to feel very much attached to her job." But, the report adds, "there is no doubt that for the married woman, her home and family are still her primary interest."

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Russell Harvey, Ontario Regional Director of Organization, has relinquished that post with the Canadian Labour Congress rather than give up his membership on the Ontario Labour Relations Board. A CLC rule bars staff members from holding any other job.

Mr. Harvey is succeeded in the post by Henry G. Rhodes, CLC Director of Organization for the Prairie Region.

Gordon Wilkinson, Regina, Director of Education for the Prairie Region, has taken Mr. Rhodes' post, while Mr. Wilkinson's job goes to Robert Hale, Regina, until now a CLC organizational representative.

Other occurrences of interest to labour are as follows:

M. H. (Mike) Nicolls of Toronto has been re-elected to his fifth consecutive term as President of the Toronto Building and Construction Trades Council.

Clovis Bernier, Montreal, Chief Factory Inspector for Quebec province, and W. James Cheevers, St. Catharines, factory inspector for the St. Catharines and Niagara District of Ontario, both died of heart attacks while attending the annual meeting in Toronto last month of the Factory Inspection Branch of the Ontario Department of Labour.



# Employment Conditions in 1957

Economic activity in 1957 slower than in two preceding years. For year as a whole, employment up 2.4 per cent over 1956 but striking increase in the labour force led to a marked increase in unemployment

Economic activity in 1957 proceeded at a distinctly slower pace than in the two preceding years.

Output ceased expanding at the beginning of the year and remained stable for the remainder. It is estimated that the Gross National Product for 1957, by volume, will be about the same as in 1956. This is the second year in the postwar period that the GNP has failed to expand; the other year was 1954, when it declined by 2.3 per cent.

A number of outstanding factors contributed to the change from the rapid expansion of previous years to stability in 1957. Owing to a sharp drop in the first part of the year, housing expenditures for the first nine months were 10 per cent lower than in 1956. The boom in non-residential construction was maintained through most of 1957, but there were signs of slackening in the second half of the year. World demand eased for the products of some export industries, notably lumber, newsprint, pulpwood, copper, lead and zinc. Domestic demand was also lower for some consumer durable goods, notably automobiles.

Reductions in inventory had an additional restraining influence on production. Throughout the year stocks were built up at a progressively slower rate and this, of course, resulted in reduced production. The effect of this slowdown was most pronounced in manufacturing, particularly in the wood products, electrical apparatus, transportation equipment and pulp and paper industries.

One of the offsetting strengths during the year was the continued growth of consumer expenditures. Consumer outlays for the first three quarters of 1957 were 6 per cent higher than in the same period in 1956. After allowing for price changes, however, this gain was only 2 per cent, one of the smallest in the postwar period. Expenditures on consumer durable goods were down by 5 per cent, in real terms, largely because of smaller purchases of automobiles. This decline was more than offset by an increase in consumer outlays on non-durable goods and services.

Moderate increases occurred in government expenditures. During the first nine months government outlays on goods and services were about 7 per cent higher than

in 1956. With allowances for price increases, however, the gain amounted to just over 1 per cent.

For more than half the year employment continued to rise despite the levelling-off in output, and only in the last quarter was there any appreciable downward trend. For the year as a whole, employment was 2.4 per cent higher than in 1956. This rate of growth was smaller than that of 1955 and 1956, but higher than in any other year in the past decade.

The employment increase was widespread, both industrially and geographically. Gains were registered in all regions, ranging from 2.0 per cent in the Prairie region to 2.7 per cent in Quebec. Most industries employed more people than a year earlier. Manufacturing and services, each with 50,000 more workers, accounted for most of the total gain. Construction employment was higher by 24,000, or 6 per cent.

Agriculture and forestry were the only industries in which average employment was lower than in 1956. The decrease in agriculture is the continuation of a long-term trend; farm employment has been declining fairly steadily since the 1930's. The employment decline in forestry, on the other hand, reverses the trend of previous years. This was partly the result of a weaker demand for lumber early in the year. In addition, pulp-cutting programs were sharply reduced in Eastern Canada in the second half of the year.

As mentioned earlier, the general trend of employment turned downward in the second half of 1957. Forestry was one of the main contributing industries. Forestry employment in December was 104,000, some 54,000 fewer than a year earlier. The average decline for the year as a whole, however, amounted to only 13,000.

Construction contributed substantially to the decline in total employment only during December. Slackening was most evident in the non-residential part of the industry; residential construction showed a strong recovery in the last half of the year. Total construction employment was 6 per cent higher than a year earlier, on the average, but fell to about the same level at the end of the year.

The steady expansion of the service industries and the more stable goods-producing industries offset to a considerable extent the declines in forestry and construction during the last few months of the year. With the settlement of a strike of aluminum workers in September, employment in the non-ferrous metal products industries returned to normal. The shipbuilding, food and beverages, and chemicals industries continued to expand steadily. Mining employment was maintained in spite of the unfavourable market for copper, lead and zinc.

Although the downturn in employment lagged behind the turning point in production, there were signs of slackening in demand for labour during most of the year. Short-time and part-time work were instituted in an increasing number of firms as the year progressed. By December the number of workers on short time or laid off temporarily was estimated to be 103,000, compared with fewer than 60,000 a year earlier. The work-week in manufacturing averaged 40.3 hours in November, down from 41.6 hours a year earlier; among other main industry groups only mining showed a longer work-week than a year ago.

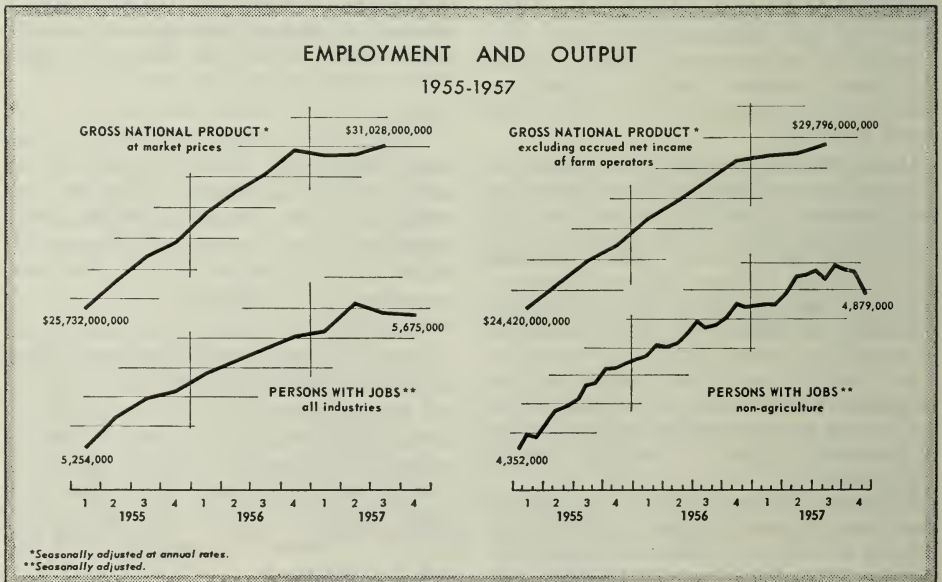
An unusually large increase in the labour force was one of the striking developments of the year. The increase, at 3.7 per cent, was almost double the average annual rate of the preceding five years. Less than half the labour force growth in 1957 was accounted for by the natural increase in population. The remainder was largely the result of immigration, which reached a

record total for the postwar period. Immigration for the year is estimated at about 280,000, compared with 165,000 for 1956 and 110,000 for 1955.

The record growth of the labour force and the more moderate rise of employment led to a marked increase in unemployment. The number of persons without jobs and seeking work averaged 4.3 per cent of the labour force in 1957, considerably more than the long-term average. The increase over the year was quite general, all regions experiencing a substantial rise in the number of job seekers. The increase amounted to 25 per cent in Quebec, 26 per cent in the Prairies, 47 per cent in the Atlantic region, 58 per cent in Ontario and 100 per cent in British Columbia. As a proportion of the labour force, job seekers were 2.3 per cent in the Prairies, 3.1 per cent in Ontario, 4.5 per cent in British Columbia, 5.8 per cent in Quebec and 7.9 per cent in the Atlantic region.

### Labour-Management Relations

Labour-management negotiations in 1957 produced further improvements in wages and working conditions. A sample of collective agreements signed during the first half of 1957 shows that wage increases of more than 10 cents were more frequent than in 1956. The proportion of workers with a standard work-week of 40 hours rose from 5 out of 10 in 1954 to almost 7 out of 10 in 1957. The number of workers entitled to a third week of vacation following varying periods of service rose by the same proportion.



More work stoppage occurred in 1957 than in 1956—245 compared with 229—and a number of the strikes were of long duration and involved large numbers of workers, so that much more time was lost through work stoppages than in 1956—1,607,000 man-days in 1957 compared with 1,246,000 in 1956.

### National Employment Service

A number of important changes were made in the Unemployment Insurance Act and Regulations during the year.

Coverage was extended to fishermen, both those who are employees and those who are self-employed. Contributions from fishermen began April 1, 1957 and these workers were eligible for benefit on December 1, 1957. Approximately 15,000 fishermen who had never been in insurable employment previously were registered. There are, of course, large numbers of fishermen already registered as a result of previous work in an insured occupation.

The Act was amended to extend the seasonal benefit period and to liberalize the conditions governing the payment of seasonal benefit.

Previously, seasonal benefit was paid from January 1 to April 15, and was determined on the basis of one week's benefit for every two weekly contributions; the minimum duration of benefit was 10 weeks. The amendment to the Act extended the period of seasonal benefit from December 1 to May 15. The duration of the benefit period is now determined on the basis of five weeks' benefit for each six weekly contributions, and the minimum duration is 13 weeks.

Before 1957, special regulations applied to married women. These imposed additional conditions which had to be fulfilled by recently married women before they could qualify for unemployment insurance benefit. The regulations were revoked in 1957, effective November 17.

The number of persons registered with the National Employment Service in 1957 showed a sharp increase over 1956. The increase was partly the result of the foregoing changes in the Unemployment Insurance Act, but it is not possible to separate the effects of these changes from the effects of changes in employment conditions. In 1957 there were, on the average, 421,000 persons registered at NES offices, compared with 307,000 in 1956. The increase in registrations was particularly marked at the end of the year.

### ATLANTIC REGION

Total employment in the Atlantic region was maintained at a slightly higher level during 1957 than during 1956. Non-farm

employment increased and farm employment declined during the first half of the year. These trends were reversed in the second half, largely because of weaknesses in forestry and construction, industries of major importance in this region. Farm employment showed substantial year-to-year gains in the third and fourth quarters, more than offsetting the declines in non-farm industries. For the year as a whole, total employment (annual average) rose to 559,000, some 12,000 higher than the figure for 1956.

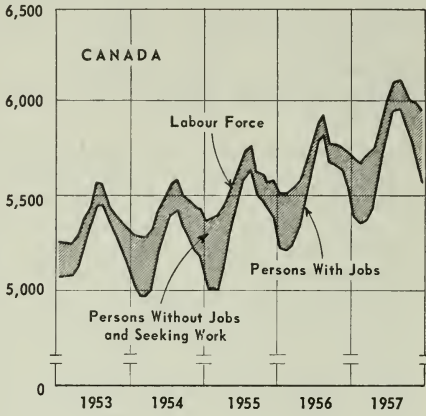
Unemployment rose fairly rapidly during the year as employment expansion failed to keep pace with the growth of the labour force. The increase in the labour force was unusually large during 1957, 4.9 per cent compared with 3.7 per cent for the country as a whole. It was the largest gain recorded in the postwar period. The unusually sharp increase in the labour force was accounted for largely by workers returning to the region following a slowdown in industries such as construction and mining in other parts of Canada. Immigration also added to the working population, though the gain from this source in this region was small in relation to other parts of the country.

A noteworthy feature of the employment situation in the Atlantic provinces was that forestry and construction, which provided much of the strength in 1956, were the major sources of weakness in 1957. In fact, all other major industries, except mining, recorded increases in activity over the year. The decline in mining resulted from the permanent closure of the Cumberland Railway and Coal Co. mine at Springhill, N.S., following the disaster there in November 1956. Coal mining in Cape Breton improved during the year; in the latter half of 1957 there were vacancies for at least 150 additional mine workers.

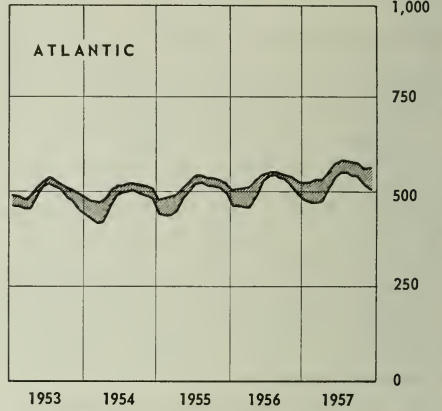
Logging employment was maintained fairly well during the first nine months of the year but a particularly sharp drop occurred in the last quarter. By the end of 1957, the year-to-year decline amounted to about 20 per cent. In particular areas, the effects of the decline were marked, since forestry is the main support of the economy in many parts of the region. In addition to the 25,000-30,000 workers engaged by logging contractors at various times of the year, many thousands more depend on logging as a major source of income. Pulp-cutting, for example, is carried out on a fairly large scale by farmers on their own bush lots. Industries indirectly affected by changes in the level of logging operations include trucking and rail and water transportation.

## THE LABOUR FORCE AND PERSONS WITH JOBS CANADA AND THE REGIONS - 1953 TO 1957

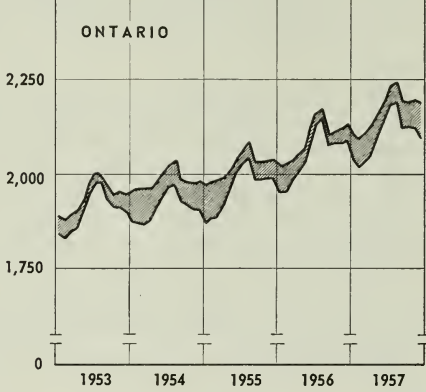
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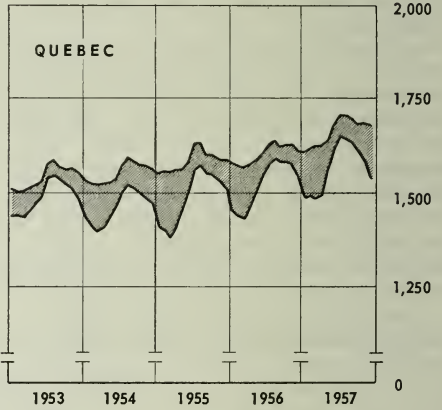
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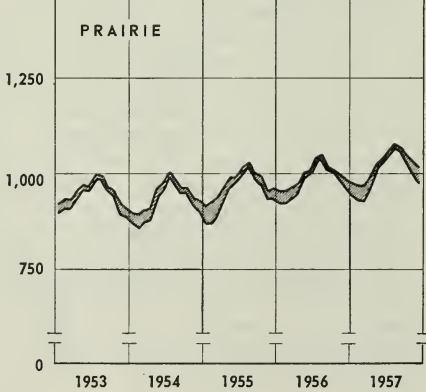
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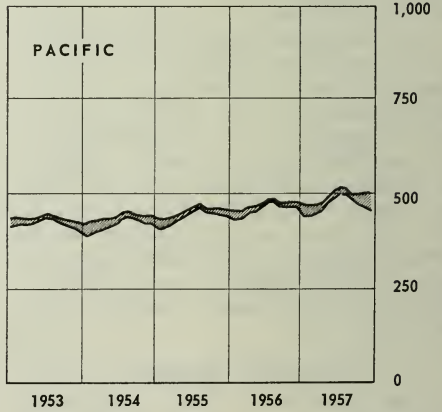
2,000



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Reduced demand for both lumber and pulpwood accounted for the decline in forestry activities. A heavy build-up of inventories was reported as the principle reason for the drop in demand for pulpwood. The domestic lumber market was slack throughout the year, mainly because of the sharp decline in housebuilding early in the year. High Atlantic freight rates were partly responsible for reduced overseas shipments of lumber; the marked drop in shipping rates in the late spring and early summer came too late to affect the course of the European sales in 1957.

The employment trend in construction was downward throughout the year. For 1957 as a whole, total employment in construction was about 10 per cent lower than in 1956. Few large jobs were undertaken to replace projects such as the Imperial Oil Company's \$20,000,000 refinery near Halifax and the hydro-electric development near Beechwood, N.B., which were completed in 1956. Reductions in the work force at the Gagetown, N.B., army site together with fewer requirements at United States air bases were other factors contributing towards the decline of construction employment. The larger projects undertaken during the year, which only partially offset these declines, included the Halifax international airport, a \$2,000,000 Federal building in Sydney and the enlargement of the Fraser pulp mill in Edmundston, N.B.

Residential construction accounted for part of the decline in building activity. In the first ten months, housing starts were about one-third lower than in the corresponding period in 1956. A pick-up in housebuilding activity in the last two months of the year resulted in some improvement.

Manufacturing employment was maintained at a fairly high level throughout the year. Factory jobs numbered about 60,000, on the average; this was slightly larger than the 1956 figure. Employment in iron and steel showed a moderate rise despite weaknesses in certain sectors of the industry. Production of wire and nail products fell off during the year. Output of steel rails was rising, however, more than making up for losses in the other sectors. Transportation equipment, the only other heavy industry of consequence in the region, maintained steady employment until late in the fourth quarter, when layoffs at the Eastern Car Co. plant in Sydney caused a break in the trend. The decline in orders for railway box cars was reported to have resulted from the fact that the Canadian railways were adjusting their equipment

buying because of reduced carloadings, declining earnings and an uncertain business outlook.

Food and beverage firms, which comprise the largest manufacturing industry in the region, reported a busy year. Pulp and paper mills, on the other hand, were not as busy as in 1956. In the last half of 1957, employment in the pulp and paper industry was about 7 per cent lower than in 1956. Reduced demand for newsprint and pulp accounted for this decline and was also responsible for a reduction in the work-week. The shipbuilding industry showed a pick-up in activity in the second quarter, making up for earlier losses. By the end of the year, employment in this industry was substantially higher than a year before.

The service industries, generally, recorded increases in employment during the year. An exception was rail transportation, which dropped below the previous year. Reduced freight shipments and passenger traffic accounted for the decline. Trade establishments reported that business was somewhat slower than in 1956 but employment was moderately higher.

## QUEBEC REGION

Employment was at a record level in the Quebec region during 1957. The number of persons with jobs was much higher than in 1956, particularly in the first half of the year. On the average, employment in 1957 was 2.7 per cent higher than in 1956, compared with an average year-to-year increase of 2.5 per cent in 1956 and 1.8 per cent in 1955. For Canada as a whole, the average year-to-year increase in 1957 was 2.4 per cent.

These statistics however, conceal certain weaknesses. While employment rose during the whole year, it did not do so at a consistent rate. In the last quarter, in fact, it registered a more-than-seasonal decline. Until mid-September, 51,000 more persons had jobs each month than a year before; in the last quarter of the year, however, the year-to-year increase had dropped to 12,000. This was the smallest year-to-year increase in the last quarter of any year since 1954. Persons with jobs in December 1957 numbered some 1,546,000, a drop of about 109,000 from the employment peak, compared with a drop of 55,000 in 1956 and 61,000 in 1955.

One of the most striking features of labour market conditions in Quebec during 1957 was the substantial growth of the labour force. Persons actively in the labour force averaged some 1,666,000 over the year, a 3.8-per-cent increase over the preceding year, compared with a 1.2-per-cent

and 2.1-per-cent increase in 1955 and 1954, respectively. The rate of increase was greater in the second than in the first half of the year.

The decline in the labour force at the end of the year was slower than usual, while the contraction in employment was unusually sharp. The result was a very sharp rise in unemployment. The number of persons without jobs and seeking work in December 1957 represented 8.4 per cent of the labour force, twice as much as in December 1956 and higher than in any other postwar year.

Employment gains were registered during the year in both the agricultural and non-agricultural sectors of the economy. However, the rate of employment increase in the non-farm industries, at 2.6 per cent, was slower than in either 1956 or 1955. Agricultural employment, on the other hand, registered an increase (3.7 per cent), in contrast to decreases in the past two years. This increase is probably related to the scarcity of off-season jobs in other industries. Many farmers and farm workers who normally work in forestry found such jobs more difficult to get this year.

Growth in non-farm employment occurred in the first half of the year and was due to strength in the transportation, construction and service industries, and in the manufacture of iron and steel products, transportation equipment, electrical apparatus and chemical products.

Housing starts in Quebec were nearly 10 per cent lower in 1957 than in 1956 and road-building had dropped from the record level of 1956 but total employment in construction was higher in the first half of 1957 than in the same period a year earlier. After the end of August, an upsurge in residential construction again boosted employment. Industrial and commercial building proceeded at a rapid pace throughout the year, characterized by major undertakings like the Baie Comeau development, the St. Lawrence Seaway and hydro-electric projects on the Bersimis, St. Lawrence, Peribonka and St. Maurice rivers. The rise in employment in the service industries was strong and fairly consistent, the increase over 1956 ranging from 10 per cent at the beginning of the year to 5 per cent at the end.

While the decline of residential construction in the early part of the year affected employment in manufacturing industries dependent on housing, a heavy program of industrial construction kept iron and steel and electrical apparatus plants busy. The

buoyancy in aircraft manufacturing and the steady level of activity in the shipyards contributed further to the strength in these industries.

There were weaknesses, however, in certain sectors of non-farm employment throughout 1957, and these became particularly apparent in the second half of the year. Employment in forestry was generally lower than in 1956; by the end of the year the number of loggers in the woods was some 40 per cent lower. Much reduced pulpwood quotas resulted in a short cutting season and earlier layoffs for those employed. Loggers were in heavy surplus throughout the region. Reduced forestry employment contributed markedly to the over-all decline in employment in the region in the fourth quarter.

Mining employment was affected by unfavourable market conditions in some base metals and by two prolonged strikes (at Arvida and Murdochville). Textile employment was slightly below the level of 1956 as firms felt the impact of increased imports, partly because of the premium on the Canadian dollar. Employment in clothing barely held to 1956 levels. Throughout 1957, employment in wood products affected chiefly by the decline in housing was lower than a year earlier. Employment in the manufacture of paper products was smaller than in 1956 as a result of some easing in demand. Exports of newsprint were less than last year, and inventories at home and abroad were excessive. As activity slackened seasonally after September, employment in manufacturing as a whole fell below the level of 1956. In consequence, at the end of the year, total non-farm employment, at an estimated 1,400,000, was about the same as a year earlier.

1957 differed most markedly from 1956 in that there were few labour shortages in the year. Scattered shortages were registered in some skilled trades in the summer—in construction and metalworking occupations in particular—but were not of a pressing nature. Generally, the labour market was much easier than in 1956 and by the end of the year substantial labour surpluses had developed. This was true of the region as a whole, but particularly of the smaller labour market areas. In these, which lack the heavy industry and diversification of the metropolitan areas and in which employment is dependent chiefly on textile and forestry products operations, labour surpluses at the end of the year were larger than at any time in recent years.

## ONTARIO REGION

Economic activity in Ontario continued to expand during the early part of 1957. Owing to declines in a number of important industries during the last half of the year, however, the rate of expansion fell sharply.

The labour force continued to expand at the same high annual rate as in the previous year, the average increase amounting to 76,000, or 3.6 per cent. Non-farm employment increased at a slightly higher rate (4.0 per cent) but because of a sharp drop in agriculture, total employment expansion fell considerably short of the labour force growth. As a result, the average number of persons without jobs and seeking work increased by 58 per cent from the exceptionally low 1956 level.

During the first six months of the year, total industrial employment was considerably higher than a year earlier, but the margin began to disappear gradually thereafter. This was the result of conflicting trends in a number of industries. Significant declines occurred in manufacturing, particularly in the capital goods and durable consumer goods industries, while mining, construction and the service and distributive industries showed year-to-year increases.

Total manufacturing employment, which accounts for more than one half of Ontario's industrial employment, followed a pattern similar to that of total industrial employment, remaining higher than a year earlier during the first half of the year, then gradually falling off to a level below that of 1956. As a result, the average year-to-year increase in manufacturing employment was insignificant.

The industry most responsible, directly and indirectly, for the decline in manufacturing employment was the motor vehicle industry. The total number of motor vehicles produced in 1957 was 411,600, a drop of 62,700 or 13 per cent from the previous year. Average employment during the first 11 months amounted to 33,800, or 2.5 per cent less than in 1956. The employment pattern was much the same in the two years and was characterized by sharp fluctuations, frequent layoffs and short work-weeks. The pattern of activity in the motor vehicle industry was closely followed by the industries producing parts and accessories.

While the direct reduction in employment resulting from the decline in motor vehicle products adversely affected only the localities where the industry is concentrated, the indirect effects of the decline were felt elsewhere. In addition to about 200 plants in Canada primarily manufacturing metal parts and accessories for motor

vehicles, the industries producing iron and steel and other metals, textiles, glass, rubber, car batteries, car radios, petroleum and petroleum products, as well as the service, finance and insurance industries all depend to some degree on motor vehicle manufacturing. According to a survey made in 1953, an estimated 375,000 persons in Canada owed their jobs directly or indirectly to the automobile industry. The reduction in automobile production meant layoffs or short time for many of these workers.

The decline in production of heavy machinery and equipment, electrical apparatus and supplies and wood products also contributed to the decrease in manufacturing employment. The decrease in heavy machinery and heavy electrical apparatus was the result of reduced industrial expansion in general and in forestry and pulp and paper in particular. Production of small electrical apparatus, on the other hand, was affected, together with most other consumer durable goods, by the decline in residential construction. Another factor responsible for the decline in production of all types of electrical apparatus was the large volume of output during 1956, which resulted in the accumulation of considerable inventories.

The 1956 pattern of production and employment in forestry was further accentuated during 1957, increasing during the early summer and reaching an unusually high level by mid-summer. At the end of August 1957, however, a sharp downturn began which continued until the late fall. A number of factors contributed to this development—an unusually high cut in 1956 and early 1957 and a decline in demand for lumber and lumber products at home and abroad. The combined effect was increased inventories and a reduced cutting program for 1957-58 season.

Construction activity during the first 10 months of 1957 was at a much higher level than a year earlier and employment in this industry reached a peak of 108,000 in August. The average year-to-year increase during the period was 10 per cent. The increase in construction during the first part of the year was due to non-residential construction. The most outstanding projects were the St. Lawrence Seaway, the Trans-Canada Highway and the uranium mining development in the Blind River area. In addition, increased federal and provincial expenditures on public building, particularly the greatly increased Ontario school building program, provided construction employment in many areas. In the third quarter, however, construction employment began to drop sharply as many

large projects were completed. Residential construction showed a sharp year-to-year decline during the first half of the year but in the third quarter there was a marked improvement which continued during the remainder of the year. The number of housing units started in the larger urban centres during 1957 was only slightly lower than in 1956.

Increased demand for electric power and continuing rural electrification was reflected in a considerable expansion of public utility employment, which recorded an average year-to-year gain of more than 5 per cent.

The service and distributive industries experienced marked expansion in 1957. Employment in trade, transportation and communications, and the service industries all showed considerable gains. The average year-to-year employment expansion of these industries, which together account for 29 per cent of total industrial employment in Ontario, amounted to 4.7 per cent.

### PRAIRIE REGION

Economic activity in the Prairie Provinces showed greater strength than in other regions. In the first half of the year, production and employment recorded substantial gains, marking a continuation of the pattern of steady economic expansion that has characterized this region for many years. The gains were more moderate in the second half of the year, principally because of reduced construction activity. Total employment, on the average, was about 20,000 higher than in 1956, compared with an average annual increase of 29,000 during the two previous years. Non-farm industries were entirely responsible for the increase in employment during the year. The number of farm workers continued to decline, registering the sharpest drop since 1954.

Since 1955, the labour force in the Prairie Provinces has been increasing at an average annual rate of 2.5 per cent. Employment expansion in 1957, however, was smaller than in the preceding two years so that unemployment increased. Nevertheless, as a proportion of the labour force, unemployment in this region was still lower than in other parts of the country; the number of persons without jobs and seeking work in 1957 represented on the average 2.3 per cent of the labour force, compared with a national average of 4.3 per cent.

The labour market situation was balanced in most parts of the region throughout the summer. This was in marked contrast to the widespread shortages that developed in 1956. In September 1957 demand and supply were in balance in all the labour

market areas in the region; in September 1956, general labour shortages existed in 18 of the 20 labour market areas.

A smaller grain crop in 1957 resulted in a moderate year-to-year decline in farm production. Nevertheless, total farm production compared favourably with the five-year average for 1952-56. The cash position of the farmers improved towards the end of 1957 following an increase in grain shipments but for the year as a whole farm cash income was somewhat lower than in 1955 and 1956. The farm labour situation in 1957 contrasted sharply with that of the previous year. Instead of continuous scarcity through most of the summer and extreme shortages during the harvest season, farm labour was readily available throughout 1957. As a result, the government-assisted excursion of harvest workers to Western Canada amounted to only 20 per cent of the 1956 figure.

A levelling-off in industrial employment occurred in the last half of 1957, largely as a result of a downturn in construction activities. In the last half of the year construction employment was running from 5 to 10 per cent below that of 1956. It should be noted, however, that this was a decline from a very high level. The oil and gas industries, which figured prominently in the spectacular growth of the construction industry in earlier years, contributed less to construction activity in the Prairie region as some of the larger projects neared completion. The main projects in progress in or completed during 1957 were the \$375,000,000 Trans Canada Pipe Line to Eastern Canada, the \$152,000,000 Westcoast Transmission line to the Pacific Coast and the \$50,000,000 gathering system of the Alberta Gas Pipe Line Company. In addition, oil refineries, gas plants, gas pump stations and storage tanks were constructed.

While pipeline construction provided fewer jobs than in 1956, resource developments such as the Moak-Mystery Lake base metal project and the Grand Rapid Hydro Development in northern Manitoba Helped to maintain total construction activity. The whole project, including plans for a townsite, is scheduled to be completed in 1960 at an estimated cost of \$175,000,000. New thermo-electric power stations in Saskatchewan and a multi-million dollar potash development near Saskatoon also figured prominently in the volume of construction undertaken in this region.

The downturn in construction activity during 1957 stemmed to a considerable extent from a decline in housebuilding. In the first nine months, housing starts in urban centres with a population of 5,000



and over were 25 per cent lower than in the corresponding period in 1956. A sharp rise in starts occurred in the fourth quarter, bringing the total for the year to within 6 per cent of the year-earlier figure but the employment effects of this increase were not sufficient to overcome weaknesses in other sectors. Industrial construction, for example, had fallen off early in the year and little recovery was in evidence by the last quarter.

The oil and gas industries continued to play a leading role in the economy of the Prairie region, though a slowdown in the rate of expansion became evident during the year. First indication of a flattening-out in the continuously upward trend of the past ten years in oil production began to show in the second quarter and became more pronounced as the year progressed. Total output for the year reached 182,000,000 barrels, some 5 per cent more than in 1956. Highlight of the oil production picture during the year was the large gain made by Saskatchewan producers. Output in this province soared in every quarter so that for the year as a whole total production rose by 68 per cent. A slower pace of oil marketing was beginning to have a noticeable effect on development drilling in the Prairie region, however. The total number of development wells drilled in the Prairie Provinces in the first 10 months of the year amounted to 1,822, down from 2,087 in the same period in 1956. Wildcat drilling, on the other hand, made substantial gains over 1956. In the first 10 months of the year a record number of wildcat wells were drilled (665 wells compared with 593 in the same period in 1956).

Construction of new plants and extensions to existing facilities during the past five years have brought about very sharp increases in production and employment; in 1957 manufacturing industries were providing jobs for more than 100,000 workers, an increase of about 20 per cent since 1951. During 1957, total manufacturing employment was about 4 per cent above the 1956 figure. Manufacturing plants that began production in 1957 include a pulp mill at Hinton, Alta., the \$23,000,000 fertilizer plant of North West Nitro Chemicals Ltd., at Medicine Hat, a large cement plant at Winnipeg, and a \$2,500,000 steel plant at Edmonton.

While total manufacturing employment was higher during 1957 than a year before, opposing trends occurred among some of the leading industries. Food and beverages, printing and publishing, and transportation equipment industries were principally responsible for the gains. The largest year-

to-year employment decline occurred in the iron and steel products and non-metallic mineral products industries.

The transportation industry showed continuing strength during 1957 despite the fact that grain shipments were down early in the year. For the year as a whole employment was about 4 per cent higher than in 1956. Transportation is relatively more important in the Prairies than in other parts of the country. Total employment in transportation, storage and communication was estimated at more than 100,000 at the end of the year, close to one fourth of total industrial employment in the region. For Canada as a whole, the same industries comprised only about 3 per cent of total industrial employment.

The generally healthy economic climate which characterized the Prairie region during 1957 was reflected in the service and trade industries. Wholesale and retail sales set new records during the year and employment in trade showed a steady though moderate year-to-year increase throughout 1957. In service, the employment trend levelled off about mid-year, coinciding with levelling-off in total employment.

## PACIFIC REGION

Business activity in the Pacific region continued to increase during 1957 but gains in some sectors of the economy were partially offset by losses in others. Employment reached a record of 500,000 in July; it averaged 469,000 for the year, an increase of about 11,000 or 2.4 per cent over 1956, roughly the same percentage as the average increase for the country as a whole. The increase was accounted for entirely by the non-agricultural industries; more workers were employed in construction, transportation, storage and communication, public utility operation, finance, insurance and real estate, trade, and the service industries, but fewer in logging, sawmilling, mining and agriculture.

The labour force reached a new peak of 517,000 in July and averaged 491,000 for the year, about 22,000 more than in 1956; this represented an increase of 4.9 per cent, the highest for any region, and the greatest since the years immediately following World War II. The high level of immigration was the major factor responsible for this unusual expansion of the labour force.

Unemployment was higher than in 1956 throughout the year, mainly because of the reduced pace of industrial development, unfavourable domestic and export lumber markets, decreased demand for base metals and the rapid expansion of the labour force.

The strike of 5,600 workers in the pulp and paper industry in November was another important influence contributing to the higher level of unemployment; this strike, still in progress at the end of the year, adversely affected various industries that supply goods and services to the pulp and paper industry.

The decline in agricultural employment in 1957 was less than in 1956 and the supply of farm workers, bolstered by immigration, was adequate to meet the demand. Cash income from the sale of farm products was about 5 per cent higher than in the previous year.

The logging industry operated at a substantially lower level in 1957 than in 1956 owing to curtailed demand for logs by lumber and plywood manufacturers. This trend was accentuated in November by the strike in the pulp and paper industry, which resulted in a reduction in the demand for pulpwood. Average employment in logging declined by about 16 per cent from 1956 to the lowest level since 1945.

Mining activity decreased significantly during 1957, mainly because of weakness in the base metals sector. Gold mining operations also declined, but coal mining showed little change from 1956. Total mining employment decreased by more than 5 per cent during the year to about the same level as in 1954. Although employment in base metal mining dropped by more than 7 per cent from 1956, it was still higher than in 1954 and 1955.

Some sections of manufacturing showed substantial gains over 1956 but these were offset by losses in other branches, mainly in sawmilling. Consequently, total manufacturing employment was approximately the same as in 1956, which was the highest on record.

The most notable change occurred in sawmilling, in which employment declined by about 7 per cent from 1956. During most of 1957 domestic and export lumber demand was lower than in the preceding year, largely because of a reduction in housing starts in Canada and in the United States and reduced exports to the United Kingdom. As a result, lumber production for the first ten months of 1957 was 11 per cent lower than for the corresponding period in 1956. During the last part of the year export markets were showing evidence of improving and sharp increases in housing starts in Canada indicated that some strengthening in domestic demand could be expected.

Important increases in activity were attained by several other manufacturing industries. In the non-ferrous metal products industry employment reached a new peak 9 per cent higher than in 1956; this was largely attributable to the completion of additional smelting facilities at Kitimat. Shipbuilding employment was nearly 7 per cent higher than in 1956, the highest in ten years. In the pulp and paper industry employment was more than 5 per cent higher than in 1956 until the strike that began in mid-November. Employment in this industry has increased more than 50 per cent in the past ten years.

The construction industry had a busier year than in 1956 and employment increased by 12 per cent. An extensive road-building program required some 15 per cent more workers than a year before, while employment in the building and general engineering sector was approximately 11 per cent higher, despite a decline in housing during 1957. Housing starts showed a year-to-year increase of 25 per cent in October, 53 per cent in November and 49 per cent in December.

In the transportation, storage and communication group of industries, employment increased by about 9 per cent over 1956. The communication industry employed 15 per cent more workers as the almost uninterrupted expansion of the post-war years continued. Railway employment was more than 10 per cent higher than in 1956.

The public utilities industries carried out important gas, hydro-electric and water distribution projects during 1957. The natural gas pipeline from Fort St. John to the British Columbia-United States border, probably the greatest industrial event of the year, went into operation in October. British Columbia led the provinces in the addition of new hydro-electric capacity during the year. Half of the increase of more than 600,000 horse-power was installed at the Kemano plant of the Aluminum Company of Canada. Employment in the public utilities industries was 21 per cent higher in 1957 than in 1956.

Employment in wholesale and retail trade was about 4 per cent higher than in 1956. Retail sales were up about 3 per cent but showed a declining margin during the later months of the year. Finance, insurance and real estate employment rose by 8 per cent during the year. In the service industries, employment was 3 per cent higher than in 1956.

# Prejudice and Discrimination—II

Texts of final two addresses in series of broadcasts on discrimination, particularly in employment, over Department's weekly radio program

The final two talks in a series on prejudice and discrimination and their effect on employment, broadcast over the Department's weekly radio program, "Canada at Work," were heard over 84 Canadian radio stations during the first two weeks of December. The texts are reprinted here.

The address broadcast during the week of December 8 was by Herbert H. Lank,

President, Du Pont Company of Canada (1956) Limited, who spoke on "Is Fair Employment Good Business?" The last talk in the series, broadcast during the week of December 15, was by Rabbi Abraham L. Feinburg of Holy Blossom Temple, Toronto, who spoke on "Prejudice—A Spiritual Pestilence".

## Is Fair Employment Good Business?

Herbert H. Lank, President, Du Pont Company of Canada (1956) Limited

The basis of our civilization is faith in God and in the dignity of man, without distinction of creed or race. Having said that, let me state another obvious fact: business and industry, no less than other sectors of our society, owe a primary allegiance to this principle. Equality of opportunity to secure a livelihood seems as logical as equality of opportunity to secure an education, to self-improvement. But fair employment is not only a moral obligation; it is, I am convinced, good business sense.

I think we can say that Canadians, on the whole, have the opportunity to develop and use their talents. Probably this is one of the major factors in explaining the great strides we have made in increasing our national health and well-being.

Progress, good-will and teamwork go hand in hand. Prejudice, of whatever kind, could endanger that teamwork.

In this country we have few of the racial hostilities and problems we see in some other areas; but as employers—as well as citizens—we must guard against complacency in this field and correct errors as they appear. Let me indicate at random one potential danger area:

Since the end of World War II, immigration has added approximately 1,500,000 to our population, including 200,000 children born to immigrants. To maintain our social and economic progress, Canada needs all the manpower, all the brain-power it can get. Of this host of newcomers only slightly more than one quarter is made up of British or French stock. The ethnic pattern of Canada is thus changing. It is rapidly becoming a racial mosaic of great and valuable diversity. What this influx has meant to all of us in terms of national development is obvious. In the ten years'

period from 1946, immigrants who joined our labour force numbered nearly half a million—or more than the whole increase from other sources. If it were not for that immigration, our labour force would have been drastically short of our needs because of our industrial expansion. Here business and industry have a special interest and obligation as the flow of immigration continues. They must ensure that the principle of fair employment is translated into reality and that no one is denied his basic right to equal opportunity by being labelled "different". Yet the problem is sometimes more difficult than appears on the surface.

I should like you to imagine, for instance, the dilemma of the manager of a large mining company with whom I talked not long ago. Sharing in the economic boom there, you will find large numbers of recent immigrants, chiefly miners from Italy, Germany and Eastern Europe. Their skill makes a substantial contribution to the mineral wealth of this whole country. Yet the presence of so many new Canadians posed unexpected problems.

In mining operations strict adherence to safety regulations ensures safety for all. But few of these new employees were able to speak or read either French or English. Where would you draw the line if you barred people because of their language? Eventually this particular management got around this difficulty by posting their safety instructions in half a dozen languages and using interpreters. In such a situation language is as important a tool as pick and shovel.

We in business and industry must realize that the pattern of our population is constantly changing. Employment practices must keep pace. As employers we must ask ourselves whether, because of tradition,

seniority or other reason, we tend to adhere to employment patterns which are too rigid.

But discrimination against racial, religious and language groups is not the only type of discrimination we must all guard against. Business and industry do not exist in a vacuum, separated from the community as a whole. They are an integral part of the community. If prejudices of various kinds exist in a plant or office, they are usually an indication that the same prejudices and discriminations exist in the community as a whole. Fair employment practices and union co-operation can reduce incidents and minimize discriminatory actions; but they alone will rarely re-educate the individual worker.

Management knows that fair employment policies are essential if it is to operate effectively, which means operate with the wholehearted participation of its employees. For this reason, management emphasizes sound personal and inter-group relations. There must be assurance that ability and character are the sole criteria for employment and advancement.

It is in the community, and even in the classroom, that the ugly pattern of racial, religious and social class prejudice is most likely to warp the individual's mind. Prejudice leads to needless conflict and tensions between individuals and between groups; tensions are dangerous and wasteful to society. Education and the community as a whole have a *basic* responsibility to help prevent growth of prejudices. At the same time business must share responsibility for the sociological context in which it operates. Furthermore, as the complex structure of business and industry today depends increasingly on teamwork, we simply cannot afford the tensions which inevitably build up within any organization that allows prejudice to play a part in its operations.

I will give you one isolated example to show that prejudice against colour, creed or nationality must be the concern of the community. Not long ago a Canadian manufacturer was anxious to employ a group of highly-skilled Canadians of Japanese ancestry in a small town. Although the town showed no open hostility towards this group, employment of these workers became impossible because there just wasn't a home or rooming-house willing to accommodate them. Here you have a group of people being rejected by the community, *not* by the employer who needed their services.

This brings me to the high cost of prejudice, which a sound business system cannot tolerate. If examples such as the

one I have quoted were to be multiplied, the cost to our economy in lost productivity could be staggering. If, by such discrimination, we limit the number of people who produce goods, the number of people who can supply inventions and ideas for better production, then we limit the goods that can be made, sold and bought. We would limit employment and wages.

The area where such waste could occur is practically unlimited. During the war, for instance, the armed forces needed an efficient way to store and distribute blood plasma. Dr. Charles R. Drew, an American Negro, came up with a plan that must have saved tens of thousands of lives. Or think of the polio vaccine, which has saved so many lives in recent years—of the children who might have died from this disease if anti-Semitism had prevented Dr. Salk from acquiring his skills.

We in this country must make sure that we do not pass up a single scientific or industrial advance because schools refuse training or business refuses employment or advancement, on the basis of colour of the skin, shape of the nose, religion, nationality or other "different" background. The loss to our economy as a whole would be enormous, to say nothing of the obvious and more important harm done to some of our fellow citizens.

We are fortunate in this country because we do not have a major problem in this area. But we are not completely free of fault; and we do need constant vigilance to prevent it from developing. You and I, for instance, might well examine the meaning of some words we may have come to use unthinkingly. We might re-examine our own attitudes and emotional reactions, as they are the powerful forces behind our behavior.

Sociologists have said that "discrimination is prejudice acted out". When you have prejudice actively expressed and applied, then you have discrimination. It expresses itself in the unjust barring of certain persons from jobs, from advancement in jobs, from certain residential areas, educational and cultural opportunities and the like. Such discrimination is a form of social "bullying" which transposes a sense of insecurity, injustice or other forms of frustration and directs them against another group less able to defend itself.

Discrimination is generally overt and so can be legislated against. Here in Canada, for instance, we have set an example with the Canada Fair Employment Practices Act. This applies to federal government work and its suppliers.

Prejudice, by contrast, cannot be legislated against. It is more subtle, often even subconscious, and to combat it we must cleanse our own minds. It is the more dangerous, more destructive and certainly the more common of the two. A prejudiced person is fundamentally an irrational and unintelligent person, a person who refuses to consider all the facts before he forms an opinion.

That kind of distorted judgment is not inborn in human nature. It develops out of personal and informal contacts within the family, the school, the community. People who are constantly exposed to prejudices in their surroundings, tend to absorb and accept them as their own, often unthinkingly.

The causes of prejudice are based chiefly on a false belief in the inferiority of certain groups on racial, physical, intellectual, cultural or religious grounds. Fear may enter into it. Some believe that prejudice is based entirely upon ignorance, but this is not necessarily so. Knowledge is useful, but the college graduate and the graduate of the school of hard knocks may both be active bigots. Learning facts is not enough. To overcome the emotional basis of prejudice, practical experience with others of different ethnic, racial or religious groups, day-by-day, is also necessary. Activity in inter-group relations not only in the community, but also in the plant or office, could well be an effective means of demolishing the myth of the inherent superiority of one group over another.

Business is demolishing some long-established prejudices, because it cannot spare any man or woman who is qualified to do a given job well. Progress is being made. Age, for instance, is less of an obstacle than it was a few years ago. Positions once considered the exclusive domain of the technical expert have been opened to non-technical people. Graduates in Liberal Arts are accepted rather than shunned. Women are making notable contributions on practically all levels of business and industry today.

All these gains represent the gradual breaking down of an irrational attitude which prejudges a person as a member of a group (by age, academic training, or sex) rather than on individual merit.

We live in a world which has made great material advances, a world in which every point on the globe, and some even beyond the earth's atmosphere, are but a few hours away from man. If we cannot pull down these barriers in a community, or in a business organization, we surely cannot achieve the universal brotherhood of man which is the challenge of our times.

Perhaps I can best close by quoting to you from someone who is concerned about the same problems I have tried to discuss—but on a more universal scale. S. Radhakrishnan, the president of India, made a statement which we might all keep in mind: "Human unity depends, not on past origins, but on future goals and directions—on what we are becoming and whither we are tending."

## Prejudice — A Spiritual Pestilence

Rabbi Abraham L. Feinberg, Holy Blossom Temple, Toronto

Some time ago, I read that an American public health expert urged the Episcopal Church to abandon the practice of drinking from the same Communion cup. He suggested instead a method known as "intinction", dipping the bread into the wine, whereby both elements in the Communion are administered at once. His reason for the change was the risk of infection. "People taking Communion are in danger if they use the common cup..."

This item set me to pondering about routine measures to combat germs. For example, Canadian cattle are protected against hoof-and-mouth disease by rigid inspection at the border. The campaign to conquer tuberculosis is directed towards safety from microbes which may lurk in drinking-cups and towels. In warm weather, parents cower before the virus of infantile paralysis. I recently saw an ad in a

trolley-car asking people with colds to sneeze into their handkerchiefs, so that others may be shielded from contagion in the air.

Why does man fear the microscopic germ? Because it spreads invisibly from person to person, multiplying at incredible speed and ravaging the bodily tissues. One other striking fact: germs are democratic! They make no distinctions and recognize no boundary lines. Once a plague breaks loose, no household remains aloof or secure.

Do you realize that a pestilence can be spiritual, as well as physical? Are not wrong ideas powerful? Do they not propagate, and leap from mind to mind, from heart to heart?

Consider the incalculable harm that religious bigotry may begin with piety, a profound, sincere regard for one's religion. That may develop into a feeling that one

church alone is right, and other are false, bred by the Devil. Then pride takes over, and a malignant growth starts, and before long love for one's own faith sickens into hate for the other fellow's faith.

There isn't anything a bigot won't believe—as long as it discredits and defames some group he doesn't like. He holds that group responsible for every fault and disaster. Centuries ago, the Christians of Rome were thrown to the lions in the arena whenever the Tiber overflowed, or a drought withered the crops. In 1348, thousands of Jews were slaughtered in Europe because they were blamed for the Black Plague which swept across the Continent with an iron broom of death and desolation. Just yesterday, it seems, the Puritans of New England drove out Roger Williams because his heresy endangered the state.

Today, people everywhere who started out with deep, intense loyalty to their own religion, and all the kindness and comfort it brought them, are being warped into sour, narrow-minded bigots. After being infected by their friends or parents (as children sometimes are, unfortunately), they in turn convey the sickness to others. Is a spiritual epidemic less harmful than a plague of the body? Can the individual or the social fabric thrive in an atmosphere of mutual hostility and suspicion? When the stream of hatred begins to flow from one person to the next, it overflows its original channel and spreads its havoc far and wide. Today it may engulf the Jew; yesterday it brought peril to the Catholics; the day before, its martyrs were the Quakers, Unitarians, Huguenots. This very moment, the fatal cycle may begin.

Remember, my friends: hate never rests! Hate never rests! It is a dynamic, out-moving, explosive force. Was that not demonstrated by Nazi Germany? In preparing for war, the Germans became a morally diseased nation; their illness was anti-Semitism, whose seeds had been implanted on fertile ground by Nazi propaganda. Its first victims were the Jews, less than one per cent of the population. But during the War, Nazi Germany's hatred spilled over against the Poles, Greeks, French, British, Russians, Americans—against Catholic priests and Protestant ministers who opposed its will—against all mankind. That was bigoted hate gone berserk!

Do you recall the building of the Panama Canal? Some of you may be old enough. Before Colonel Goethals could complete that colossal task, he had a job of sanitation. The entire region, you see, was infested with yellow fever. Did he concern

himself only with the health of his engineering staff? Do you suppose that he neglected the Indians and common labourers? He fought yellow fever wherever he found it, among ranking officers and buck privates, illiterate coolies and university technicians; until then, no one would be safe from its killing touch. To build a canal, he cleaned out the fever. If we are to build a nation, a democratic commonwealth that will be enduring and unshakable, our first job is to eradicate the spiritual pestilence of religious and racial prejudice, this blinding, delirious fever, wherever it exists.

The ancient Romans regarded bridge-building as a sacred pursuit. That is evident from the name they gave the priest: "pontifex", or bridge-maker. Newspapers often describe the Pope, Holy Father of all Catholics, as Supreme Pontiff, from the Latin word "pontifex". Cannot each one of us be a priest in the definition? A bridge-builder, a bridge-builder—one who spans the gap between ourselves and persons of other creeds!

Not long ago, a Gallup Poll was taken in eleven nations. The questioners asked: "Do you believe in God?" Canada tied with Australia for second place in the proportion of its inhabitants who answered yes. According to the Poll, 95 per cent of the people in this Dominion are God-believers. Quite probably, everyone of you listening to me now nourishes that faith in his heart.

What does the voice of God whisper to you? Listen to Him, in the secret chambers of your spirit, where only you—and God—may enter. Ask Him—*now!* Will God recommend religious bigotry? Will He tell you that some are chosen for His love, and others denied it? Will He sneer, or whisper stupid accusations, or indulge in irresponsible and unworthy gossip? Or will He lave the wounds and hurts of all men in His enveloping affection, and say to you: "My child, I know not Gentile or Jew, Catholic or Protestant. *In Me, mankind is one.*"

Think, my friends, what man's intellect has achieved in our time! The vast outer world of ethereal space, stretching to infinity, and the mysterious force of the atom, so infinitesimal that the strongest microscope cannot view it—these are yoked together to our desires. The sputnik may lead mankind to the conquest of other planets! But what of the world *inside ourselves*? What can we do with our hate and prejudice? Don't we have to admit: *Science has advanced, morals lag behind*—and within that empty space mankind will perish by its own hand, unless we bring our

morals up to date and practise the brotherhood of real religion. Every faith has a truth; only God has *the* truth!

The sands of time are running out. A race between conscience and catastrophe, with Death holding the stop-watch—that's our situation today. If we human creatures don't learn to live together, and overcome the boundaries of creed, colour, nation, our own selfishness—we shall not be able to live *at all*. Before we begin to wonder about spacemen, we must dwell amicably with earth-men!

An urgent example of our challenge is the right of everyone to a job, without handicap of race, colour or creed. Are we not proud of free enterprise, prepared to defend it? Do we not regard Communism as the enemy of Western society because it rules out individual differences and effort, forcing everyone into the same mould? Here, by discriminating against job-seekers on grounds of colour or creed, businessmen themselves cut at the root of capitalism. If a man's value to an employer is limited by the birthplace of his parents, the blackness of his face, or the name of his faith, the person himself becomes meaningless, along with the whole *philosophy of free enterprise*.

A job is not a table at a swanky club or an invitation to a party. It means life, the security and self-respect of one's family.

The right to work in a job according to capacity and character is no less fundamental than the right to worship God according to conviction. When people are thrust into low-scale wages, poverty, frustration, for no other reason except an accident of birth, then entire classes are doomed, damned and disinherited; it is a caricature of democracy.

Too many of us act on the assumption that Communism can be conquered without cost to ourselves, even the sacrifice of pet prejudices. If we want to save our Western civilization, we must make it *civilized!* And if we want to prove that we really intend to fight bigotry, here is the test! By giving jobs to all on an equal footing, regardless of colour or creed, then we can give meaning to our religion—not as an excuse for intolerance, but as a basis for brotherhood.

W. E. B. DuBois, the Negro author, condensed the hunger of our time into a few lines:

*Herein lies the tragedy of the age!*

*Not that men are poor;*

*All men know something of poverty.*

*Not that men are wicked;*

*Who is good?*

*Not that men are ignorant;*

*What is truth?*

*Nay, but that men should know so little of each other.*

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## Revenue Drops, AFL-CIO Reduces Organizing Staff by 100

The layoff of 100 of its organizers on February 1 was announced last month by the AFL-CIO. Of this number, 14 were to be retired, 28 were to be transferred to other departments connected with an expanded public relations program, and the remaining 58 were to be discharged.

One of those to be discharged was reported to be Robert Christofferson, the leader of the so-called Field Representatives Federation, which has been seeking official recognition as bargaining agent for the organizers.

At the time of the AFL-CIO merger every organizer of the two groups was kept on the payroll. In the two years since the merger retirement and transfer without replacement had reduced the number from the original 300 to 215.

The reduction in organizing staff is believed to be the immediate effect of the 10-per-cent loss of income resulting from the expulsion of the Teamsters from the AFL-CIO.

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## Successful Rehabilitation—III

Third in a series of articles on successful rehabilitation through co-ordination of community's services, matching of person to the job

*The following article is the third in a series. Written by Guy Tessier, Acting Quebec Regional Public Relations Officer, Unemployment Insurance Commission, it was based on files in a National Employment Service office in that region.*

*The purpose of this series is to provide examples of success in rehabilitation that can be achieved through co-ordination of rehabilitation services throughout a community. These articles will illustrate that the particular demands of any job, the unique combination of skill, aptitudes and attitude required in the worker, can often be met by a disabled person, not by coincidence but because of a precise matching of the person to the job.*

Rehabilitation is, in essence, the return of handicapped persons to normal and useful life compatible with their disability and requires co-operation of medical, psychological, psychiatric and social work assistance. Furthermore, to achieve any worthwhile success, the importance of the phase of rehabilitation dealing with counselling and placement of handicapped must not be overlooked.

The case history of "Mary" illustrates the teamwork involved in rehabilitation of disabled persons.

At the age of 38, Mary had already worked for two years as a stenographer for a firm of importers in Montreal. She left this type of work to teach shorthand and spelling for 10 years in a preparatory business school owned by her husband. No doubt as a result of having worked long hours and under very high pressure, Mary's relations with others became more and more tense. Her state of mind was such that her husband found it impossible to live with her and left her. His desertion coupled with her state of mind left Mary with a severe nervous breakdown.

Throughout the following year Mary was in hospital undergoing medical and psychiatric treatment. When she was released, her case was brought to the attention of the Special Placement Division of the National Employment Service for counselling and placement. The medical certificate stated that Mary's condition permitted her to work in sympathetic environment. It was also recommended that she avoid mental stress, fatigue, and especially that she work in new surroundings where her former friends and social life would exert no influence on her condition.

Mary was now living with her father. The attendant doctor and her father felt it was imperative that she resume work immediately. Although her father had his own business, he could not give her a job; her case was too well known.

At her first interview with the employment officer, her father accompanied her. For later interviews Mary came alone. When he found during these interviews that she was shy and afraid of too much responsibility, the counsellor advised her to accept a position involving light clerical work, in keeping with her present mental and physical condition. Even if her salary were low she would be wise to accept it to regain self-confidence, he told her.

The prospective employer was thoroughly briefed on Mary's qualifications and the whole case history reviewed with him.

Mary gradually improved, regaining her confidence and self-reliance. When the employer could not offer her a better salary, she was placed immediately with a manufacturer's agent and now she is earning as much as she did prior to her illness.

The efforts and co-operation of different rehabilitation organizations, and of her doctor, and the understanding of her family wrote "completed" to the case of Mary, whose past is now behind her.

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Paid workers in Canada received an estimated \$1,313,000,000 in salaries, wages and supplementary labour income in November, up 3.8 per cent from the November 1956 total of \$1,265,000,000, the Dominion Bureau of Statistics reported last month.

The total for the first 11 months of 1957 climbed 7.8 per cent to \$14,057,000,000 from \$13,036,000,000 in the comparable period of 1956.

All industry groups reported gains in the 11-month period and, in November, all but agriculture, forestry, fishing, trapping, mining (which was lower) and manufacturing (which reported no change compared with a year earlier).



# Conference on Problems of the Ageing

New York State Joint Legislative Committee on Problems of the Aged holds annual public hearing. Study of flexible retirement age urged

Between 200 and 300 persons from many sections of society attended the annual public hearing of the New York State Joint Legislative Committee on Problems of the Aged, held in New York City in mid-December. The meeting was under the chairmanship of Senator Thomas C. Desmond, Chairman of the Committee.

Prominent among the speakers was Dr. G. Halsey Hunt, Director, Center for Aging Research, National Institute of Health, United States Department of Health, Education and Welfare. Discussing activities of the U.S. Government on behalf of the ageing, Dr. Hunt declared that increasing industrialization during the past 100 years had tended to diminish employment opportunities for the older age group. He explained that the rural economy of the 19th century could keep older people busy as long as they were able to work, but with present emphasis on the organized production of goods, it was now necessary to take specific action to develop jobs which older persons could handle.

A related factor was that a number of organizations, working to protect the living standards of older persons, had fostered the development of retirement plans under which people were encouraged, and sometimes forced, to retire from active work at specified ages.

Dr. Hunt outlined three major problem areas in ageing: (1) biological and physiological, (2) psychological and behavioural, and (3) social and economic. It was his contention that no sharp lines of demarcation could be drawn between these areas and that there were many points of overlap.

Discussing retirement, Dr. Hunt advocated studies to find out whether the percentage of the working population who would benefit from or desire flexible retirement was large or small. Furthermore, he emphasized, if there was to be flexible retirement on a large scale, it was imperative that research be undertaken to develop physical and mental criteria for the continued employment of elderly people.

Dr. Morris Fishbein, former editor of the Journal of the American Medical Association, advocated seven fundamental rights for all those who reach the years past 60.

1. Every older person has the right to tender, loving care.

2. Every older person has the right to the most that medicine can do to provide freedom from pain and suffering.

3. Every older person has the right to ask for some interest or occupation worthy of his attention.

4. Every older person has the right to food, fuel, clothing and shelter sufficient to his needs.

5. Every older person has the right to find happiness and contentment in his declining years.

6. Every older person has the right to the most that can be done to help him die comfortably of old age rather than uncomfortably of disease, accident or disability.

7. Every older person is entitled to as much peace of mind and peace of soul as modern civilization can give.

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## October Imports Down 18 Per Cent from Year Earlier

The value of Canada's commodity imports in October was 18 per cent less than in the same month of 1956, according to the regular monthly summary of the Dominion Bureau of Statistics. This decline, combined with decreases in June, July, and August, more than offset increases in other months of the year, and the grand total for the January-October period fell slightly below last year's record level.

Imports in October were valued at \$479,600,000 compared with the exceptionally high level of \$542,800,000 a year earlier, bringing the 10-month total to \$4,780,300,000 compared with \$4,782,000,000 in 1956.

Imports from the United States dropped to \$325,491,000 in October from \$394,554,000 in the corresponding month last year, and to \$3,422,124,000 in the January-October period from \$3,493,056,000.

Imports from the United Kingdom rose slightly in October to \$44,331,000 from \$43,651,000 in October 1956, and to \$436,024,000 in the January-October period from \$406,941,000. Imports from European countries dropped in October to \$29,601,000 from \$33,794,000, but rose in the 10-month period to \$260,830,000 from \$243,328,000.

# Nine Provinces Use Schedule "R"

At April 1, 1957, disabled persons undergoing training under schedule of Canadian Vocational Training Act numbered 438, to which number 526 added during year; and 473 were still in training at end of November

In the nine provinces making use of Schedule "R" under the Canadian Vocational Training Act to train disabled persons, 526 trainees were added during last year to the 438 in training at April 1, 1957. At the end of November 1957, 473 were still in training.

These disabled persons are receiving training in a wide variety of occupations: auto body repairing, barbering, architecture, electrical engineering, cabinet making, carpentry, commercial art, business training, cooking, drafting, diesel engineering, dress-making, electric appliance repair, dry cleaning, beauty culture, machine-shop work, accounting, motor mechanics, moulding, nursing aides, teacher training, printing, power sewing, radio and electronics, butchering, shoe repairing, stationary engineering, television repair, watch repairing, welding and upholstery.

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A desire to form a medium whereby health agencies interested in rehabilitation could meet for the purpose of enabling each group to give better service to disabled Canadians was expressed at meeting in Ottawa between representatives of 12 voluntary national health agencies and federal Government officials.

Labour Minister Michael Starr, Health and Welfare Minister J. Waldo Monteith and Veterans Affairs Minister A. J. Brooks attended the meeting. Deputy Ministers of the three departments were also at the meeting.

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Two rehabilitation centres for discharged patients of mental hospitals will be established in Edmonton and Calgary during the next year.

Between 600 and 700 patients would be treated at the centres. Former patients would be able to discuss personal and family problems with the director of rehabilitation, and some could be referred to community agencies.

Main aim of the centres will be to restore "social skills" of former patients of mental hospitals, who have different problems in this connection than discharged tuberculosis patients, explains Grant Smith, Executive

Director, Edmonton Branch, Canadian Mental Health Association. The Association is sponsoring the campaign to raise funds for the two centres.

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## Rehabilitation News from the Provinces

The British Columbia Workmen's Compensation Board, which has just marked its 40th anniversary, operates in Vancouver one of the most modern rehabilitation centres in the world. The centre provides treatment to an average of 475 injured workmen each day.

The Victoria Rotary Club recently installed new heating and lighting plants in, and has enlarged, the premises used by Goodwill Enterprises for the employment of disabled persons. The Club also donated two industrial sewing machines and hopes soon to install a steam press and steam iron in order to make it possible to provide employment for 100 persons. The most encouraging feature of organizations such as the Goodwill Enterprises is the steady graduation of workers to regular employment after they have acquired skill and confidence under Goodwill auspices.

The Quebec Division of the Canadian Paraplegic Association announces that 18 of its members succeeded during 1957 in obtaining permanent positions—15 in industry, two with the Government of Canada, and one as a welfare officer with the Association.

The Ottawa Branch of the Canadian National Institute for the Blind has won a commercial contract to thread cords through the ends of shipping tags and to cut the cards to the required length. The work was made possible by the invention of a series of jigs by Ivan Hunter, Assistant District Field Secretary for the CNIB, who is himself blind.

An article in the January issue of *Coronet*, "No Tin Cups in Canada," gives high praise to the work of Col. E. A. Baker, OBE, Managing Director of the CNIB.

Clifford Jones, Amherst, N.S., has been appointed Rehabilitation Officer for the Canadian Paraplegic Association, Maritime Division.

# Canadian Conference on Nursing

After discussing the two problems that face the profession—lack of sufficient nurses to meet needs, and use of their time to the best advantage—conference suggests methods to increase supply of nurses

Increasing population, expanding health services and a greater complexity of nursing functions are contributing to the need for more nurses, it was decided at the first Canadian Conference on Nursing, sponsored by the Canadian Nurses' Association, and held in Ottawa.

The majority of the persons at the Conference were directly connected with the medical and nursing professions, hospital administration and other health and welfare services. Representatives were also present from the National Council of Women, the Catholic Women's League of Canada, and the Canadian Association of Adult Education.

Two major problems involved in the supply of nurses—provision of nurses in sufficient numbers to fill needs, and using their time to the best advantage—were discussed by a panel of three. Panelists were:

The Deputy Minister of the Saskatchewan Department of Public Health, Dr. F. Burns Roth; the Director of Nursing and Principal of the School of Nursing, Montreal General Hospital, Mrs. A. Isobel MacLeod; and the President of the National Council of Women of Canada, Mrs. Rex Eaton, OBE.

The panel considered the question of how to attract desirable young men and women into the profession, and noted that there was apparently a great lack of motivation for men to enter nursing.

It was felt that an important matter was to retain in service as many as possible of the nurses now in the profession. In this connection, Mrs. Eaton noted that if nurses were to be retained their economic status must be equal to that of other groups making comparable preparations to go into the business world; there should also be a more universal plan of superannuation to entice nurses to keep working at their profession.

"The public would suffer at critical times of illness," said Mrs. Eaton, "when they should be assured of professional care, if the necessary number of nurses is not trained or if those that are trained leave the active nursing field because of low salaries and unsatisfactory working conditions."

The panelists disclosed that salaries for hospital nursing services, including graduate and practical nurses and orderlies, amount to approximately 40 per cent of total salary costs.

"It is not in the nature of things," said Mrs. Eaton, "that employers could be expected to initiate upward revisions of salaries on a generous scale unless some pressure is brought to bear on them."

Professional ethics, she felt, would not be threatened in straightforward discussions annually in respect to salaries, hours of work, overtime rates, vacations, and pensions, between representatives appointed by the nurses and their employers.

At the concluding session of the conference, following discussions by several groups, a number of suggestions were advanced for the provision of nurses in greater numbers.

It was recommended that nursing education should remain in, or be associated with, the hospitals. Consequently, in the foreseeable future funds for undergraduate nursing education should be channelled through hospitals to hospital schools of nursing.

Hospital budgets should be separate from the hospital school of nursing and, where necessary, should be expanded to enable the schools to achieve recognized standards of nursing education.

Research projects should be undertaken to study the needs of the public for nursing services.

In view of the shortage of nurses with advanced training for use as teachers, supervisors, administrators, and consultants, the Canadian Nurses' Association should investigate methods of expanding recruitment and training for these fields.

Educational programs of the post-Bachelor level should be established for nurses in the aforementioned fields at one or more Canadian universities, and bursary programs should be expanded to assist individuals to take advanced training.

## 50 Years Ago This Month

Winter unemployment in several parts of Canada greater than for some years, in 1907-08, because of "tight money" and year's heavy influx of immigrants. Municipalities schedule winter work to provide relief

Provision of relief work by municipalities and direct relief by charitable organizations were the two principal means used to alleviate the distress caused by winter unemployment in 1908, according to a special article on "Unemployment During the Winter Season, 1907-08," published in the LABOUR GAZETTE for February of that year. "A number of municipalities, owing to the prevailing quietness, have continued works which under normal conditions would have closed down during the winter," it was reported.

Unemployment that winter was greater in some parts of the country than for some years previously. The main reason for this, according to the LABOUR GAZETTE, was the "financial stringency"—the 1908 equivalent of "tight money". It also appeared that the country had not economically digested the whole of the heavy influx of immigrants that had occurred during 1907.

The number of unemployed from other than seasonal causes was reported to be greater in "the various cities of Ontario west of Peterborough and south of Georgian Bay and in British Columbia". Toronto appears to have been the city that was most hard hit by unemployment, with Vancouver perhaps coming second.

In Toronto temporary work on sewers under construction, and snow removal and other work on the streets, provided employment for a number of men. "A Civic Bureau was opened for the registration of the names of those desiring work," the LABOUR GAZETTE says. "The number of names now on the list is upwards of 2,000, several hundred of those registering in the course of the month having been struck off, either because they had procured work elsewhere or for other causes. The applicants receive work in rotation, not more than 3 days work being given to each until the list is exhausted. They receive \$2 per day."

Regarding direct relief, it is reported that "Representatives of the charitable organizations held a conference with the Mayor and Board of Control, and an agreement was reached whereby the House of

Industry, Salvation Army, St. Vincent de Paul Society, and Associated Charities will arrange among themselves a more comprehensive scheme for the relief of the poor and report to the Board of Control when final arrangements will be made. The Mayor promised that the city would contribute a reasonable amount."

The *Globe* newspaper also started a subscription for unemployed non-residents of the city who could not obtain temporary civic relief work. "The citizens have responded liberally, the amount contributed to January 30 being \$2,901, in addition to donations of food and clothing. The money is being distributed by a local committee," the LABOUR GAZETTE article said.

In Vancouver unemployment was very heavy among construction workers. "Of 2,000 carpenters resident in the city, 1,500 were reported to be idle. The lathers number about 55, half of whom were out of work," the GAZETTE's local correspondent reported. "The plumbers reported 50, with 15 seeking employment. Seventy-five out of 100 electricians were unemployed. The bricklayers state that 98 per cent of their number, which is 150, were not working, and several arrived from the Prairies and the States. The regular scale of wages is \$5 for eight hours; yet, it was further stated, cases were reported where strangers worked for \$2."

Of the structural iron workers in Vancouver, 75 per cent were said to be out of work, and two thirds of the stone cutters, granite men, and soft stone men were unemployed. Of the unskilled labourers it was reported that "an exceedingly large number were out of employment".

In Ottawa, where the curtailment of operations in the neighbouring lumber camps had reduced the demand for labour by about 20 per cent, the City established "a municipal stone yard for men in search of work, where they could earn from 50 cents to \$1.50 per day". Besides this, "the usual number of nearly 100 men were engaged on municipal sewers, a work which is always reserved for the winter period.



The annual dinner of the labour-management committee at Yarrows Limited, Victoria, B.C., held every year to review the work of the committee over the year and to plan for the coming year, was held recently.

Joint consultation at Yarrows, through the labour-management committee, has provided a flexible communication medium between management and employees for several years. The committee and its activities are integral parts of the over-all industrial relations program, which includes a pension plan, group insurance, and profit-sharing dividends for employees.

Writing in the current issue of *Yarrows Review*, an employee of the company said:

Another year is coming to an end and another labour-management production committee has been elected. This committee is definitely worthwhile and I certainly appreciate the confidence shown in me by my department when they elected me as their representative. While the committee is primarily a production committee, management has accepted the responsibility for positive action in improving management and employee relationships... It is essential that all those who participate in any co-operative activity (and that includes executives and employees) find satisfaction in their respective jobs. This objective should be as much the concern of management as the making of a profit. Employees will not receive this satisfaction from, or put interested effort into, work which they feel could be done more economically by improved methods.

The labour-management committee is where these problems and other working difficulties can be brought to the attention of management.

Co-operating with management in the labour-management committee at Yarrows Limited are the 11 unions representing the employees of the various trades as bargaining agents.

\* \* \*

"I have learned that department heads, superintendents and foremen are familiar with, and believe in, this committee of ours." These words, spoken by R. F. Caldwell, President and Managing Director of the E. B. Eddy Company in Hull, Que., provided the keynote of his address to the Plant-Employees Committee's annual dinner. Enlarging upon this theme, Mr. Caldwell said:

It is an excellent medium for two-way communication. It is a fluid system and has

shown its worth... It has not taken me long to realize that the degree of understanding, which comes from the functioning of this committee, must be a reflection of the relationship existing between employer and employee. This is a relationship encouraged and strengthened by the attitude of the management of your company.

The evident willingness to co-operate, one with the other, is to be found in many areas of our dealings together. It has taken years of sincere efforts on both sides, to achieve the enviable position we have now reached in the field of labour-management understanding.

Employees at the E. B. Eddy Company are represented for bargaining purposes by locals of three unions, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC), International Association of Machinists (CLC), and the United Paper Makers' & Paper Workers' Union (CLC).

\* \* \*

A comprehensive review of the work done by the Employee-Management Committee at the Calgary General Hospital appeared in the Christmas edition of *Sound Off*, the employee paper. Writing of the committee, Chairman R. C. Cleeve said:

The E.M.C. is a committee composed of six representatives from employees (represented by the National Union of Public Employees, CLC) and three from management, who meet monthly to discuss methods of improving the efficiency and quality of our hospital service, the conservation of supplies, the reduction of accidents and the promotion of mutual understanding and good will between the various departments. The chairmanship revolves within the Committee every six months, alternating between representatives of the employees and management.

The E.M.C. through its efforts in the past has been responsible for the installation and administration of the car plug-ins (115 to date), new stops for elevator doors, changing windows in the Psychiatric ward (to be done in 1958), tightening up regulations on mask technique, replacing metal heel-catching grating at hospital entrances with rubber matting, replacing frosted glass with clear glass in doors opening onto stairways, installation of sides to emergency stretchers, issuance of pay breakdown slips to employees paid in cash, placing of paper cups in wash-room and, in addition, numerous other suggestions which were aimed at eliminating accident hazards and cutting down on the noise in the hospital.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued 11 certificates designating bargaining agents, ordered two representation votes, and rejected one application for certification. During the month the Board received eight applications for certification and one request for review of an earlier decision.

### Applications for Certification Granted

1. International Association of Machinists, on behalf of a unit of ground service personnel employed by Maritime Central Airways Limited at Charlottetown, P.E.I., Moncton, N.B., Montreal, Que., Frobisher, N.W.T., and Goose Bay and Gander, Nfld. (L.G., Dec. 1957, p. 1461).

2. Marine Checkers and Weighers Association, Local 506 of the International Longshoremen's and Warehousemen's Union, on behalf of a unit of checkers employed by the Canadian Stevedoring Company Limited at National Harbours Board docks in Vancouver (L.G., Nov. 1957, p. 1318).

3. Longshoremen's Protective Union, on behalf of a unit of longshoremen employed by the Anglo-Newfoundland Development Company Limited at Botwood, Nfld. (L.G., Dec. 1957, p. 1462).

4. United Steelworkers of America, on behalf of a unit of employees of Stanrock Uranium Mines Limited employed on the company's property in the District of Algoma, Ont. The International Union of Mine, Mill and Smelter Workers intervened (*see* applications rejected) (L.G., Dec. 1957, p. 1462).

5. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of pilots employed by B.C. Air Lines Limited, (L.G., Dec. 1957, p. 1462).

6. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 880, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers,

mechanics and yard men employed by McCallum Transport (Quebec) Limited (L.G., Dec. 1957, p. 1462).

7. Canadian Air Line Dispatchers' Association, on behalf of a unit of flight dispatchers employed by KLM Royal Dutch Airlines at Montreal Airport, Dorval, Que. (L.G., Jan., p. 66).

8. General Teamsters' Union, Local 885, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and garage and warehouse employees of Hill the Mover (Canada) Limited, operating in and out of its terminal at Victoria (L.G., Jan., p. 67).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of transportation agents employed by Northwest Airlines Inc. at Winnipeg and Edmonton (L.G., Jan., p. 67).

10. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of ground operations and office personnel employed by KLM Royal Dutch Airlines at Montreal Airport, Dorval, Que. (L.G., Jan., p. 67).

11. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and steam plant helpers employed by Stanleigh Uranium Mining Corporation Limited at its property in Township 149, District of Algoma, Ontario (L.G., Jan., p. 67).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

## Representation Votes Ordered

1. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, Canadian National Railways, respondent, and Great Lakes and Eastern District of the National Association of Marine Engineers of Canada, Inc., intervener (Yarmouth-Bar Harbour ferry service) (L.G., Jan., p. 67). The Board directed that the names of both the applicant and intervener be on the ballot (Returning Officer: D. T. Cochrane).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Canadian Pacific Railway Company, respondent (Data Centre at Saint John, N.B.) (L.G., Dec. 1957, p. 1462) (Returning Officer: H. R. Pettigrove).

## Application for Certification Rejected

International Union of Mine, Mill and Smelter Workers, applicant, Stanrock Uranium Mines Limited, respondent, and United Steelworkers of America, intervener. The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the board (*see* applications granted) (L.G., Dec. 1957, p. 1462).

## Applications for Certification Received

1. Western District Diamond Drillers Union, Local 1005, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of drillers, runners, helpers, and labourers employed by Boyles Bros. Drilling

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

(Alberta) Ltd., in the Northwest Territories (Investigating Officer: D. S. Tysoe).

2. Communications Workers of America, Local C-4, on behalf of a unit of telephone and microwave equipment installers employed by the Northern Electric Company Limited in its Western Division based at Toronto (Investigating Officers: F. J. Ainsborough and T. B. McRae).

3. General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Soo-Security Freight Lines Ltd., operating in and out of terminals in Manitoba, Saskatchewan and Alberta (Investigating Officer: W. E. Sproule).

4. General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Leamington Transport Western, operating in and out of terminals in Manitoba and Ontario (Investigating Officer: W. E. Sproule).

5. Maritime Airline Pilots Association, on behalf of a unit of pilots employed by Maritime Central Airways Limited (Investigating Officer: H. R. Pettigrove).

6. Local 139-J, United Construction Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of building service employees employed by the Central Mortgage and Housing Corporation at its Villeray Terrace project in Montreal (Investigating Officer: C. E. Poirier).

7. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Can-Met Explorations Limited at Quirke Lake, Ont. (Investigating Officer: F. J. Ainsborough).

8. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and their helpers employed by the Toronto Terminals Railway Company (Investigating Officer: F. J. Ainsborough).

### Request for Review of Decision

Request for amendment of certificate issued by the Board on May 15, 1953 affecting the National Association of Broadcast Employees and Technicians, applicant, and Radio Station CKVL, Verdun, Que., respondent (L.G. 1953, p. 1020). In its request for amendment, the applicant seeks to have the scope of the existing certificate extended to cover announcer-co-ordinators (Investigating Officer: C. E. Poirier).

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## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Dominion Coal Company, Halifax, and Local 1546, International Longshoremen's Association (Conciliation Officer: D. T. Cochrane).

2. Pacific Western Airlines Limited, Vancouver, and Pacific Western Airlines Pilots Association (Conciliation Officer: G. R. Currie).

3. Shipping Federation of Canada, Inc., and Local 1039, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

4. Yukon Consolidated Gold Corporation and Local 564, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

5. Gill Interprovincial Lines Limited, Vancouver, and Local 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

### Settlements by Conciliation Officers

1. Shipping Federation of Canada Inc. and Local 269, International Longshoremen's Association, Halifax (Conciliation Officer: D. T. Cochrane) (L.G., Jan., p. 68).

2. Dinamac Tanker Service, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Dec. 1957, p. 1463).

3. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: F. J. Ainsborough) (L.G., July 1957, p. 845).

4. Dominion Coal Company, Halifax, and Local 1546, International Longshoremen's Association (Conciliation Officer: D. T. Cochrane) (*see above*).

5. Shipping Federation of Canada Inc. and Local 1039, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove) (*see above*).



### Conciliation Boards Appointed

1. Quebec North Shore and Labrador Railway Company and Lodge 767, International Association of Machinists, Local 96, Brotherhood of Maintenance of Way Employees, and Local 217, Brotherhood of Railroad Signalmen (L.G., Jan., p. 68).

2. The Packers Steamship Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 68).

3. National Harbours Board, Port of Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Aug. 1957, p. 969).

4. Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland Railway, Algoma Central and Hudson Bay Railway, Midland Railway of Manitoba, Railway Express Agency, Inc. (non-operating employees) and Joint Negotiating Committee representing a number of railway labour organizations (a Conciliation Officer was not appointed in the first instance. The dispute went directly to a Conciliation Board).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with a dispute between Eastern Canada Stevedoring Company Limited, Cullen Stevedoring Company Limited, Caledon Terminals Limited and Terminal Warehouses Limited and Local 1842, International Longshoremen's Association (L.G., Jan., p. 68) was fully constituted in December with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed on the joint recommendation of the other two members, Peter Wright, Toronto, and A. R. Mosher, Ottawa, who were previously appointed on the nomination of the companies and union respectively.

2. The Board of Conciliation and Investigation established in November to deal with a dispute between Westward Shipping Limited (MV *Britamerican*) and Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 68) was fully constituted in December with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed on the joint recommendation of the other two members, R. A. Mahoney and Owen E. Mason, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in October to deal with a dispute between Deluxe Transportation Limited and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Dec. 1957, p. 1464) was fully constituted in December with the appointment of R. R. Elliott, Toronto, as Chairman. Mr. Elliott was appointed in the absence of a joint recommendation from the other two members, J. W. McNutt, North Bay, and Albert Hearn, Toronto, who were previously appointed on the nomination of the company and union respectively.

### Board Report Received during Month

Algoma Central and Hudson Bay Railway and Brotherhood of Railroad Trainmen (L.G., March 1957, p. 312). The text of the report is reproduced below.

### Settlements Following Board Procedure

1. Algoma Central and Hudson Bay Railway and Brotherhood of Railroad Trainmen (*see above*).

2. Greyhawk Uranium Mines Limited and International Union of Mine, Mill and Smelter Workers (L.G., Nov. 1957, p. 1321).

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A share-the-work program of shorter hours was agreed on last month by the United States Rubber Co. in Detroit and Local 101 of the United Rubber Workers. They thereby saved 100 workers from being laid off.

Under the arrangement, workers in some of the company's five-day-week departments will work a minimum of 32 hours instead of the usual 40 hours. They will be paid only for the actual time worked.

The share-the-work plan was agreed upon by the company and union officials in consequence of a series of layoffs and the threat of more to come. A union official said that 296 workers were laid off on December 5 and 410 on December 19. About 645 more were due to go early in January, he said.

Besides saving the 100 workers from being laid off by the shortening of hours, the rearranging of some previously cancelled tire production had made it possible to save 100 additional jobs. The other 445 workers are being laid off gradually, he said.

The company stated that the layoffs were due to a drop in auto production and to a seasonal decline in sales of replacement tires.

# Report of Board in Dispute between

## Algoma Central and Hudson Bay Railway

and

## Brotherhood of Railroad Trainmen

The Board met to investigate the above dispute at the City of Toronto, Ont., on the 9th and 10th days of September 1957, and at the City of Sault Ste. Marie, Ont., on the 4th, 5th and 6th days of November 1957.

The following were present in Toronto:

*The Members of the Board, namely:*

Judge Walter Little—Chairman,

The Honourable A. W. Roebuck, QC—  
Union Nominee,

Mr. I. A. Vannini, QC—Company Nominee.

*For the Company:*

Mr. G. S. Saunderson, QC—Counsel,

Mr. G. A. Armstrong—Assistant Counsel,

Mr. W. M. Hugill—Executive Assistant  
to the President,

Mr. L. C. Waugh—General Manager,

Mr. T. W. Cain—General Superintendent,

Mr. J. A. Thompson—Superintendent,

Mr. P. J. Leishman—Supervisor of Personnel,

Mr. Fred Jones—Consultant.

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation which had been appointed to deal with matters in dispute between the Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen.

The Board was under the Chairmanship of His Honour Judge Walter Little, Parry Sound, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, I. A. Vannini, QC, Sault Ste. Marie, Ont., and Hon. Arthur W. Roebuck, QC, Toronto, nominees of the company and Brotherhood respectively.

The text of the report is reproduced here.

*And for the Union:*

Mr. C. E. McClelland—General Chairman, Algoma Central and Hudson Bay Railway,

Mr. C. W. Stanley—Manager, Schedule-Statistical Bureau,

Mr. H. J. Knox—Assistant Manager, Schedule-Statistical Bureau.

At Sault Ste. Marie all the above named were present except Messrs. Saunderson and Armstrong of the Company. The following additional representatives appeared for the Union:

Mr. L. Malone—Vice-President, Brotherhood of Railway Trainmen,

Mr. K. W. Cartmill—Vice-Chairman, Algoma Central and Hudson Bay Railway,

Mr. E. F. Jones—Grievance Committee, Algoma Central and Hudson Bay Railway.

We are pleased to report that after the formal presentation of briefs, further negotiations were entered into by the parties, in which the members of the Board assisted. The result was that a complete settlement of all outstanding issues was reached and a new contract between the parties was executed.

All of which is respectfully submitted.

Dated at Parry Sound, Ont., this 20th day of November, A.D. 1957.

(Sgd.) WALTER LITTLE,  
Chairman.

(Sgd.) A. W. ROEBUCK,  
Member.

(Sgd.) I. A. VANNINI,  
Member.

# COLLECTIVE AGREEMENTS

## Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, orders in council during October, November and December made binding a number of changes in wage rates, hours, overtime, vacations with pay and paid holidays. A new agreement for longshoremen (ocean navigation) at Trois Rivières was made obligatory for the first time.

In the construction industry at Montreal, new special provisions dealing only with the insulation trade increased the minimum wage rates of asbestos insulation mechanics from \$2.05 to \$2.15 per hour effective until March 31, 1958, with a deferred increase of 10 cents per hour effective April 1. Weekly hours for this trade were unchanged at 40; specified holidays were increased to eight by the addition of Victoria Day; the rate for vacations with pay was increased from 2 to 4 per cent of gross pay.

In the construction industry at Sherbrooke, minimum wage rates in the three zones were increased by 10 cents per hour. New rates for certain classifications are now as follows: in Zone I, bricklayers \$1.85 per hour, carpenters \$1.65, electricians \$1.60, painters (brush) \$1.55, painters (spray) \$1.60, painters (working at a height exceeding 45 feet outside a building) \$1.75, labourers \$1.25; in Zone II, the above rates less 5 cents per hour; in Zone III, above rates less 15 cents per hour. Two deferred increases of 5 cents per hour each will become effective on January 1 and November 1, 1958, in Zones I and II only. In Zone III, where the cost of operations, including wages and materials, exceeds \$25,000, the minimum rates of Zone II will apply. Minimum weekly rates of permanent maintenance workers in the three zones were increased by \$4.40 per week. Two deferred increases of \$2.40 per week each will become effective January 1 and November 1, 1958 in Zones I and II only. Regular weekly hours were unchanged at 44; 48 at Granby, Farnham and Cowansville.

In the men's and boys' shirt industry in the province, minimum hourly rates of operators, pressers, examiners and general hands were increased by from 7 to 17 cents per hour. The new general average, after one year's experience is increased from 66

to 85 cents per hour in Zone I, from 60 to 75 cents per hour in Zone II. Minimum rates of markers and cutters, spreaders, dividers and general factory workers (male) were increased by from 20 to 25 cents per hour. In Zones I and II piece work rates were increased by 5 per cent. In Zone II only, an additional increase of 5 per cent will become effective March 1. (Provisions relating to the incorporation of additional hourly wages, based on fixed cost-of-living bonus, ranging from 6 to 10 cents per hour, and proportionate percentage increases to piece workers are included in this amendment.) Regular weekly hours of Zone I were reduced from 42 to 40; in Zone II, from 46 to 44. Paid holidays were increased from three to four.

In the ladies' cloak and suit industry in the province, minimum rates of employees on an hourly or week-work basis engaged in the manufacture of class "A" garments were increased by from 13 to 33 cents per hour and new rates of certain classifications now range from 72 cents per hour (\$28.80 per week) for general hands, examiners and button sewers to \$1.68 per hour (\$67.20 per week) for fully skilled cutters effective to June 30. Deferred increases ranging from 2 to 4 cents per hour, and from 3 to 7 cents per hour will become effective July 1, 1958 and July 1, 1959, respectively. Minimum rates for employees engaged in the manufacture of class "B" garments were increased by from 10 to 19 cents per hour and new rates for certain classifications now range from 70 cents per hour (\$28 per week) for general hands, examiners and button sewers to \$1.37 (\$54.80 per week) for fully skilled cutters until June 30, 1958. Deferred increases of 2½ cents per hour and 3½ cents per hour will become effective July 1, 1958 and July 1, 1959, respectively.

Minimum piece work rates for employees engaged in the manufacture of Class "A" garments were increased by from 24½ to 33 cents per hour and new rates for certain classifications now range from \$1.08 per hour (\$43.20 per week) for finishers, lining and skirt makers to \$1.68 per hour (\$67.20 per week) for machine pressers, top pressers, male and female section operators and skilled male operators, effective until June

30. Deferred increases of from 3 to 4 cents per hour and from 4 to 7 cents per hour will become effective July 1, 1958 and July 1, 1959, respectively.

Minimum piece work rates for employees manufacturing class "B" garments were increased by from 10 to 19 cents per hour, and new rates for some classifications now range from 73 cents per hour (\$29.20 per week) for trimming maker to \$1.19 per hour (\$47.60 per week) for male and female skilled operators effective to June 30, 1958. Deferred increases of 2½ and 3½ cents per hour will become effective July 1, 1958 and July 1, 1959, respectively. (Piece work rates must be adjusted to yield at least the above minimum wage rates.) Regular weekly hours will remain unchanged at 40 until June 30. However, effective July 1, weekly hours will be reduced from 40 to 39 until June 30, 1959. Effective July 1,

1959, weekly hours will be reduced from 39 to 37½. (There will be no reduction in minimum weekly rates, or piece-work rates resulting from the reduced weekly hours.) Other provisions include apprenticeship rates and regulations, paid holidays and overtime.

In longshore work (ocean navigation) at Trois Rivières a first agreement provides a minimum hourly rate for general longshore work of \$1.65 per hour for day work, \$1.80 for night work. An additional 5 cents per hour will be paid to each employee in lieu of vacation and welfare benefits. Double time will be paid for work on Sundays and any of seven specified holidays. Other provisions include premium pay for handling certain cargoes and for cleaning holds where such cargoes have been stored, call-out pay and pay for working during meal hours.

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## Industrial Standards Acts in Nova Scotia, New Brunswick, Ontario; Alberta Labour Act

During October, November and December three new schedules were made binding under the Industrial Standards Acts; during the same period 27 schedules were re-issued and one new schedule was made obligatory under the Alberta Labour Act.

In Nova Scotia, a new schedule for carpenters at Sydney increased the minimum hourly rate from \$2 to \$2.10 per hour effective until May 31, 1958. A deferred increase of 10 cents per hour will become effective on June 1. Weekly hours were unchanged at 40. Overtime provisions now include double time for regular shift on Saturdays, Sundays and any of eight specified holidays; triple time for overtime on these days.

In New Brunswick, a new schedule for painters and decorators at Saint John increased the minimum rates for work during regular working periods from \$1.47 to \$1.51 per hour; from \$1.57 to \$1.61 per hour during special working periods. Weekly hours were unchanged at 40.

In Ontario, a new schedule for lathers at Ottawa increased the previous rates of \$2.15 per hour for metal lathers (\$1.90 per

hour for other work) to the new rate of \$2.25 per hour effective until April 30, 1958. A deferred increase of 10 cents per hour will become effective May 1. (The new schedule does not include a lower minimum hourly rate for work other than metal lathing.) Double time is now provided for work after 10 p.m. and for all work on Saturdays, Sundays or any of seven specified holidays (previously time and one half for work till midnight and on Saturdays between 8 a.m. and noon). Weekly hours were unchanged at 40.

In Alberta, 27 schedules covering 12 industries (including six building trades) in seven different localities in the province were reissued with the same minimum rates and working conditions that were made binding by orders in council passed between, and including, the years 1936 to 1956.

A new schedule for the automotive repair and service station industry at Medicine Hat replaces that which was previously in effect in 1948. Minimum rates for first-class mechanics were increased from 90 cents to \$1.50 per hour; second-class mechanics 85 cents to \$1.40 per hour. Weekly hours were reduced from 48 to 44.

# LABOUR LAW

## Legal Decisions Affecting Labour

Courts hold railway not liable for damages incurred by shipper when train crew refused to cross picket line, declare union merger invalid, dismiss action brought by union members against negotiating officer

The British Columbia Court of Appeal, holding that labour conditions such as a strike or picket were an element to be considered in determining what was a reasonable time for a common carrier to comply with a request for service, allowed the appeal of a railway company against an assessment for damages incurred by a shipper following a train crew's refusal to cross a picket line.

The Supreme Court of British Columbia held invalid a union merger on the ground that no effective notice of the merger motion was given to the membership. In another case, the Court, in *certiorari* proceedings, quashed an assessment levied by the British Columbia Workmen's Compensation Board against a building materials supplier with respect to persons whom the Court considered were independent contractors rather than workmen within the meaning of the Workmen's Compensation Act.

In Alberta, the Supreme Court dismissed an application for declaratory judgment against a union official who while a member of a national negotiating committee disregarded the directives of a regional grievance committee when negotiating a collective agreement.

The Ontario High Court, in *certiorari* proceedings, upheld an umpire's decision to the effect that a unilateral decision of the company affecting the scope of the bargaining unit was contrary to the collective agreement.

### British Columbia Court of Appeal . . .

. . . holds railway not liable for damages incurred by a train crew's refusal to cross a picket line

The British Columbia Court of Appeal, in a majority judgment given September 10, 1957, reversed a decision of the British Columbia Supreme Court and ruled that a provincial railway company was not liable for the losses incurred by a logging firm as a result of a train crew's refusal to cross a picket line. The Court held that labour conditions such as a strike or picket were

an element to be considered in determining what was a reasonable time for a common carrier to comply with a shipper's request for service.

The action arose out of a strike by the International Woodworkers of America during which the union picketed the planing mill of A. L. Patchett and Sons, Ltd., at Quesnel, B.C., with the result that the switching crews of the Pacific Great Eastern Railway Company, alleging a fear of violence by the IWA, refused to cross the picket line to service the respondent's mill, causing a shutdown and a loss of orders. Charging the railway with discrimination and a breach of its statutory duties under the Railway Act, the logging firm brought an action in the Supreme Court, where it was awarded damages (L.G. June 1956, p. 725). The railway then appealed to this Court.

In the opinion of Mr. Justice Sheppard three questions were raised by the appeal, namely, (1) whether the railway's obligation under the Railway Act to carry and deliver "without delay" meant instantly or within a reasonable time; (2) whether the train crew's refusal to cross the picket line would excuse the railway's failure to service the respondent's mill, and (3) whether there had been discrimination by the railway as charged by the respondent.

After an examination of the statute, he decided that "delay" was intended to begin after a reasonable time.

With respect to the second question, he said that in a number of English cases involving common carriers labour conditions had been held to be an element to be considered in determining what was a reasonable time. In *Sim v. Midland Ry.* (1913), 1KB 103, a case in which a consignee had brought action after a railway

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

had failed to deliver perishable goods because of a strike of its employees, the judge said:

Apart from such evidence the mere fact that there was a strike among the railway company's servants causing the delay would not make the company liable; but the strike would be an existing circumstance in the ascertainment of a reasonable time.

In the opinion of Mr. Justice Sheppard there was no difference in principle between the railway employees' being on strike and thereby refusing to render any service or, as in the case at bar, merely refusing to cross a picket line. In either event, control of the employer had ceased to some extent and the picket line, like the strike, had become "an existing circumstance in the calculation of a reasonable time".

With respect to the argument that the railway as an employer was liable for the acts of its employees, the judge pointed out that this was not the cause of action raised in the statement of claim, adding that it would not have helped the plaintiff to have raised a cause against the railway as an employer. The complaint was not for an act done but for an omission to act.

As to the alleged discrimination, the judge admitted that there was evidence that the railway had serviced another lumber company in that area in the period under dispute but said that the circumstances were not the same. The other company was not picketed and the difference in the service rendered was due not to an act of discrimination but to the absence of picketing.

In the opinion of Mr. Justice Sheppard the logging company had failed to establish that the railway had failed to act reasonably or within a reasonable time under the circumstances or had showed discrimination contrary to the Act. He therefore allowed the appeal.

Mr. Justice Coady, who gave separate reasons for his decision, concurring in allowing the appeal.

Mr. Justice Davey, who dissented, considered that, on the evidence, the findings of the trial judge should not have been disturbed.

In his opinion, neither the conduct of the railway brotherhood nor that of the appellant's management appeared to be consistent with a *bona fide* belief that threats of violence and fears for safety of their persons and property had prevented the train crews from carrying out their duties to the railway company and discharging the appellant's duty to the respondent.

There was much to be said for the view that the railway company's duty under the Act was only relative but, as pointed out

by Lord Herschell in *Hick v. Raymond and Reid* (1893) AC 22, if the circumstances involve a delay they must not have been caused and contributed to by the employer. In this case, however, the railway, having by its acts of commission and omission contributed to its employees' refusal to cross the picket lines, could not rely upon that refusal to justify or excuse its delay in providing the respondent with service.

In any event, the wrongful refusal of the train crews to obey the company's lawful orders and to discharge its duties to the respondent occurred in the course and within the scope of their employment and therefore was not available to the company as an excuse for its failure to discharge its statutory duty, whether absolute or relative.

The principle that a master is responsible for any wrong committed by a servant in the course of his master's business was applied in *United Africa Co. v. Saka Owode* (1955) AC 130, where the Privy Council held that:

There is in their Lordship's opinion no difference in the liability of a master for wrongs whether for fraud or any other wrong committed by a servant in the course of his employment. It is a question of fact in each case whether the wrong was committed in the course of his employment...

This being so, the railway could not excuse its own default by its employees' neglect or disobedience.

Different considerations would have arisen if the trainmen had been on strike, for an employee who does an act in the course of striking does not do it either in the course or within the scope of his employment. In this case, the trainmen were not on strike within the meaning of that word as defined in the Industrial Conciliation and Arbitration Act, for there was no cessation or refusal to work. *A. L. Patchett and Sons Limited v. Pacific Great Eastern Railway Company* (1957) 23 WWR 145.

### British Columbia Supreme Court . . .

. . . declares invalid a merger of one trade union with another, as members not given prior notice

On July 25, 1957, the British Columbia Supreme Court held invalid a union merger, involving dissolution of an unincorporated trade union and transfer of its membership and assets to another existing trade union, on the ground that no prior specific notice of the merger proposal was given either to the members in connection with the local meetings at which merger was approved or to delegates to the annual convention of the merging union.

Mr. Justice Maclean in his reasons for judgment related the following facts of the case.

The Federation of Fruit and Vegetable Workers was an independent trade union with an entity of its own, which by 1955 had become the certified bargaining representative for the employees in about a dozen packing houses in the Okanagan Valley. It had ten locals with a total membership of about 4,000.

The governing body of the union was called the Executive Council, composed of various elected officers and representatives of its locals, presided over by the President. There was also an officer called the Director of Organization, who received a salary and was in effect the manager of the union, subject to the supervision and direction of the President and Executive Council.

In September 1955 the Federation became engaged in a labour dispute with various employers in the Okanagan Valley and a strike was called. Brian Cooney, the Director of Organization, communicated with other trade unions asking their aid in making the strike effective.

One of the unions with which Cooney communicated was the International Brotherhood of Teamsters, which gave considerable assistance to the Federation in its strike in the Okanagan Valley.

Cooney's approaches to the Teamsters union resulted in the holding of a mass meeting on September 3, 1955, attended also by some organizing officers of the Teamsters from Vancouver and Seattle who apparently were invited by Cooney without reference to the Executive Council. The meeting passed a resolution suggesting that the Executive Council investigate union with the Teamsters.

On September 7, 1955, a meeting of the Executive Council of the Federation was attended by the Teamsters' organizer from Seattle, and by some other officials of the Teamsters union. Again the question of affiliation with the Teamsters union was discussed, but it was agreed that the meeting was purely exploratory. A suggestion was made to send a letter to the Teamsters' headquarters in Seattle asking for further information, but one of the Teamsters advised that if a direct request were made for a charter such an application could then be treated as a request for information. As a result, an unqualified request for the Teamsters' charter was sent on September 7 to Frank Brewster, International Vice-President of the Teamsters, at Seattle.

At about this time Cooney, the Director of Organization of the Federation, was put on the payroll of the Teamsters; and somewhat later Leckie, the Secretary-Treasurer of the Federation, was also put on the Teamsters' payroll. Both appointments were

known to the Executive Council of the Federation. The Teamsters' charter was granted on September 20, 1955; and on September 28 Cooney, in a circular letter, announced this fact to the members of the Federation.

Meetings of the Executive Council were held on October 13 and 16. At the latter meeting Cooney's loyalty to the Federation was called in question and he was dismissed from his salaried position of Director of Organization. Snowden, the President, was appointed in his place. At the same meeting the Teamsters' organizer declared that the application for the Teamster charter was a completed deal, subject only to ratification at the annual convention of the Federation.

The above-mentioned meetings of the Executive Council revealed a rift between two factions in the Executive Council; the anti-merger group headed by Mrs. Faulds, one of the plaintiffs, with a majority on the Council, was opposed by Snowden, the President, with Leckie supporting him. The result was that, in spite of the pressure by the Teamster members present at the meeting for an early installation of the Teamster charter, it was agreed that this event be deferred, pending further study of the constitutions of the two unions.

The affiliation was further discussed at a meeting of delegates of the locals held on November 6, 1955, and it was finally decided to send Cooney and Snowden to Seattle for the purpose of getting specific answers to a number of questions from chief officials of the Teamsters union there. As the result of the conferences between the delegation and the officials of the Teamsters, John J. Sweeney, one of the officials of the Teamsters Union at Seattle, wrote a letter to Snowden dated November 9, 1955, in which he gave answers to the questions propounded at the meeting of November 6. This letter was submitted to another meeting of delegates of the locals of the Federation held November 13. At this meeting it was decided that the Teamster charter should be installed on December 11, 1955. The Teamsters' representative produced a draft resolution to be sent to the locals of the Federation authorizing the installation of the Teamsters' charter.

The proposed resolution was debated at the meetings of the locals. Snowden appeared at most of these meetings and conducted a most energetic campaign aimed at inducing the local unions of the Federation to pass the resolution, which was accepted by all the locals except one. At some of the meetings of the locals some copies of the Teamsters constitution were available but, in the opinion of Mr. Justice

Maclean, very few, if any, of the members who voted on these resolutions realized how different the Teamsters union was from their own Federation. Also, in his opinion, the members thought that once a local union had passed the resolution authorizing the installation of the Teamsters' charter the union with the Teamsters was an accomplished fact.

At a meeting of the Executive Council of the Federation on December 4, 1955, it was decided not to accept the Teamsters' charter. Snowden, who voted against this resolution, immediately informed John Sweeney, the Director of the Western Conference of Teamsters. Sweeney telegraphed to inform the Federation that he insisted on the installation of the charter on December 11, 1955.

Thereupon Snowden, contrary to the wishes of the Executive, proceeded with arrangements for the installation ceremony and sent out a circular to the locals in which he invited representatives of the locals to attend the ceremony. The installation ceremony was duly held and was given publicity in union publications as well as in the local press.

In the meantime the Teamsters, with the assistance of Snowden, Cooney and Leckie, had for some months been busy getting members of the Federation to sign membership cards in the Teamsters union.

Arrangements proceeded for the holding of the annual convention of the Federation on January 20, 1956. The notice of the convention (the "Convention Call") already sent out under signature of Snowden, the President, on October 20, did not mention the proposed merger between the Federation and the Teamsters. At the meeting of the Executive Council on January 8, 1956, Snowden suggested that the convention be opened as a Federation convention and that after the merger motion had been put to the meeting and passed it might carry on as a Teamsters' convention.

The convention opened at Penticton on January 20, 1956. The agenda of the convention (the convention booklet) was available for distribution the day before the opening of the convention, and contained the resolution for merger. Those delegates who arrived at Penticton on the day of the convention apparently received the booklet when they took their seats in the convention hall.

It would appear that the convention booklet contained the first actual notice to the members of the Federation that the convention would deal with the matter of merger.

At the afternoon session of January 20, 1956, the merger resolution was discussed and put to vote, resulting in a 34-to-20 decision in favour of merger. When the result of voting was announced, the delegates from Vernon and Penticton and the plaintiffs left the convention hall. When the convention reconvened after a short recess it proceeded as a convention of Local 48 of the Teamsters Union.

The dissenting members proceeded to reconvene a convention of the old Federation and elected a new slate of officers to continue the old organization. Since then the old Federation has been recognized by many of the employers in the Okanagan Valley and the check-off of union dues has been paid to it. The certification under the Labour Relations Act remained in the name of the old organization.

The Federation has maintained its old locals but the property of the former locals has in most cases been taken over by the sub-locals or districts of the newly constituted Teamsters Local 48.

The plaintiffs, in a representative action, asked *inter alia* for a declaration that the merger was a nullity, and for an accounting of the property of the union appropriated by the Teamsters following the merger.

The plaintiffs alleged misrepresentation by the Teamsters' representatives in bringing about the merger as well as a number of constitutional irregularities in the passage of the resolution. Also they claimed that the property of this unincorporated trade union was the property of all its members and that except in pursuance of the objects for which the unincorporated body existed no portion of the property of the union could be alienated except with the consent of every member, or in the alternative without the consent of a substantial majority of the members.

Further, the plaintiffs submitted that the majority of delegates attending the convention at which the merger resolution was passed, as well as being members of the Federation, were members of the Teamsters' union, as they had signed, prior to the convention, Teamsters union cards. This, they claimed, was contrary to s. 5 (c) of the Federation constitution, which, in dealing with persons not eligible to vote as delegates, provides that: "(c) Neither shall any person be eligible as a delegate who holds membership in or allegiance to any other body, local, national or international, hostile or dual to the Federation, or its affiliated organizations."

The plaintiffs claimed that there was no constitutional power on the part of the majority of the Federation to terminate its life and to merge it with another union;



and that even if there was such a power of termination and merger it could not be exercised without due notice to the members prior to the election of the delegates to the convention at which the merger resolution was to be dealt with.

In the opinion of the Court if the attempted merger was a valid one the effect of the resolution would be to dissolve the old Federation and to make its members members of a new organization called Local 48 of the Teamsters union.

The Court dealt first with the lack of due notice to the members of the proposed merger. Prior to the convention of January 20, 1956, the merger resolution was passed by a majority of the locals. The will of the locals was expressed at meetings but in no case was explicit notice given to the members prior to the meeting that it was proposed to put forward the merger resolution.

Regarding the convention, it should be noted that the "Convention Call" issued on October 20 did not mention the proposed merger even though at that time Snowden, who sent out the notice, well knew that the matter of merger would be the most important item of business to be discussed at the convention.

The defendant argued that all the members of the union are bound by the will of the majority; however, Mr. Justice Maclean considered that before such a fundamental change could be made explicit notice would have to be given to at least a majority of the members. Mr. Justice Maclean referred to and quoted from several cases. In the case of *Tiessen v. Henderson* (1899) 1 Ch. 861, Mr. Justice Kekewich said:

There is no question of conduct here, either on the part of Mr. Henderson or anybody else. The question is merely whether each shareholder as and when he received the notice of the meeting, . . . had fair warning of what was to be submitted to the meeting. A shareholder may properly and prudently leave matters in which he takes no personal interest to the decision of the majority. But in that case he is content to be bound by the vote of the majority; because he knows the matter about which the majority are to vote at the meeting. If he does not know that, he has not a fair chance of determining in his own interest whether he ought to attend the meeting, make further inquiries, or leave others to determine the matter for him.

The same principle has been followed in several American cases dealing with the question of dissolution and merger of trade unions and voluntary associations. In the American case of *Height v. Democratic Women's Luncheon Club* (1942), 25 Atl. (2nd) 999 it was stated:

Few members of an association attend all meetings. They may properly assume that if

any action is contemplated which is of an extraordinary nature and of great importance to the association, they will be notified that the matter will be brought up at the meeting. Without such notice, members who are absent from the meeting are not bound by the action of those who attend.

Returning to the case at bar Mr. Justice Maclean was of the opinion that even if the delegates to the convention did know that the matter of merger would be discussed they could not have known the exact form which the resolution would take until they actually received the convention booklet either on the day before the convention or when they took their seats in the convention hall. Therefore he thought that it could be said that no effective notice of the merger motion was given at all, and this lack of notice is fatal to the validity of the resolution and on that account the resolution is a nullity. Further, he added, there was a real and vital necessity for notice because of the confusion that there must have existed in the minds of many of the members prior to the convention as to whether or not the merger was already an accomplished fact.

As to the eligibility of the delegates to vote at the convention, the evidence showed that of the 55 voting delegates, 48 had at various times signed Teamster membership cards. In spite of the fact that very few of those who signed the cards had been formally inducted into the Teamsters union prior to the convention, the Court held that any person who signed a membership card was a person who, in the words of Section 5 (c) of Art. IV of the constitution, "holds . . . allegiance to any other body . . . hostile or dual to the Federation". Consequently the Court held that those delegates who had signed Teamster cards were ineligible to vote at the convention. The Court noted that the merger resolution was passed on a vote of 34 to 20 and therefore it was doubtful if the resolution would have passed if it had been voted upon only by delegates who had not already signed Teamster cards.

Finally the Court dealt with the defendants' objection that the action was not properly brought as a representative action under M.R. 131 of the Supreme Court Rules but should have been brought in the name of the Federation itself. In this respect Mr. Justice Maclean stated:

While it has been held in quite a number of cases that a trade union may be either a plaintiff or a defendant where its rights or obligations under the Industrial, Conciliation and Arbitration Act are concerned, it seems to me that for the purposes of an action of this kind a trade union has no such a status as would permit it to bring an action

in its own name without recourse to M.R. 131. I think that the action has been properly brought in its present form.

The Court declared that the merger resolution was a nullity, ordered the accounting of the property of the Federation taken by the Teamsters, and ruled in favour of the plaintiffs for the amount found due on the accounting. *Faulds et al v. Hesford et al.* (1957) 10 DLR (2d) 292

### British Columbia Supreme Court . . .

. . . holding persons were not "workmen" under Act, quashes assessment levied by compensation board

On July 24, 1957, the British Columbia Supreme Court, holding that the British Columbia Workmen's Compensation Act did not confer upon the Workmen's Compensation Board the power to classify as "workmen" within the Act persons who by reference to the general law were not employees or in a master-servant relationship, quashed an assessment levied by the Board in respect of persons the Court considered were not "employees" within the meaning of the Act.

Mr. Justice Sullivan briefly set out the facts of the case in his reasons for decision. The action was brought by a building materials supplier after the Board had assessed it in respect to the earnings of persons known as "applicators" with whom the company had contracted to install the materials sold. Contending that the applicators, who did not work exclusively for the company but determined for themselves how the work should be done provided the contractual obligations of the company to its customers were met, were independent operators and not workmen within the meaning of the Act, the firm asked that the assessment be set aside.

In reply, the Board stated that it possessed exclusive and final jurisdiction under the statute to determine, among other things, what persons were "employees," arguing further that the privative clauses of the Act precluded any court from reviewing its decisions in that regard by *certiorari* proceedings or by other process.

In the opinion of Mr. Justice Sullivan the facts did not support a valid finding of the existence of a master-servant relationship between the company and its applicators if that question were to be determined by reference to the general law. Quoting from several cases where courts had held that a master-servant relationship existed only where the employer exercised some control over the time or manner in which work was to be done, the judge concluded that the applicators were not workmen but independent operators.

With respect to the Board's claim that the privative clauses of the statute precluded judicial review, the judge said that before any matter or question of fact and law arising under Part I could validly arise for determination, there must exist that relationship of master and servant or employer and workman with which the Act was designed to deal. In his opinion, in the case at bar, the question whether or not the applicators were workmen of the company was a preliminary and collateral question upon which the jurisdiction of the Board depended and any error in determining such a question was open to review by the Court.

To support this opinion, he referred to several cases where, despite privative clauses, courts had affirmed their right to review the decisions of similarly constituted boards. One such case was *Re Lunenburg Sea Products Ltd., Re Zwicker* (L.G. 1947, p. 481), a case where the judge, ruling that the Nova Scotia Labour Relations Board had exceeded its jurisdiction when it erroneously decided that certain persons were employees, said:

The regulations themselves only apply in the case of employees and employers, and the question whether there is the relation of employer and employee is here a preliminary one. If the case is one where there is no such relationship, the Board has no jurisdiction. The power to decide whether any particular person or persons, in matters before the Board, are employees, is one thing and is clearly within the jurisdiction of the Board; but whether there is any such general relation between owners of ships and a certain group of persons is another thing when the question arises in a Court of Law which is considering the Board's jurisdiction.

Regarding the Board's contention that as a Crown corporation it was not amenable to *certiorari* proceedings, the judge pointed out that the decisions of similarly constituted boards and even those of ministers of the Crown frequently had been found to be subject to judicial review. The conclusion to be drawn from the fact that there was no reported case of a Canadian court having quashed a Workmen's Compensation Board assessment on *certiorari* was that the Boards had been careful to keep within their jurisdiction.

Accordingly, Mr. Justice Sullivan quashed the assessment levied against the company with respect to the persons described as applicators. *Re Acme Home Improvements Ltd. and Workmen's Compensation Board* (1957) 10 DLR (2d) 645.

## The Alberta Supreme Court . . .

. . . dismisses union members' action for judgment that officer lacked authority to make agreement

On October 30, 1957, the Alberta Supreme Court dismissed an action brought by individual members and Lodges 519, 51 and 558 of the Brotherhood of Railroad Trainmen against MacGregor, the chairman of the general grievance committee of the Prairie-Pacific Region of the same union and against the union itself as a legal entity.

The plaintiffs sought, *inter alia*, a declaration that the chairman of the grievance committee had no authority to negotiate and conclude an agreement with the Canadian Pacific Railway Company, on the ground that the agreement was not in conformity with "directives" given to the chairman. The court declined to make such a declaration.

Mr. Justice Riley in his reasons for judgment described the dispute as an internal dispute in the sense that certain lodges of the Brotherhood of Railroad Trainmen were dissatisfied with the actions of the chairman of the general grievance committee of the Brotherhood on CPR lines known as "Prairie-Pacific Region".

At a meeting in Calgary, August 2 to August 4, 1954, the general grievance committee voted detailed instructions for the general chairman of the committee regarding a new wage structure to be negotiated between the CPR and the Brotherhood based on the number of diesel units used on a train, rather than the number of railway cars hauled or any other factor.

Between May and December 1955 meetings were held at Vancouver between the general grievance committee's subcommittee, chaired by MacGregor, and the company, involving only the Prairie-Pacific region, but without effect, as the company at no time submitted concrete proposals, particularly with respect to the "diesel problem".

In December 1955 a national committee was appointed by the president of the BRT to represent the Brotherhood in the forthcoming Canadian wage movement. MacGregor was a member of that committee.

The committee in question met in Montreal, formulated its objectives and started negotiations with the representatives of the railroad. However, these negotiations were fruitless and the matter was then referred to two conciliation boards which had been appointed by the Canadian government, one involving the CNR, the other the CPR.

The reports of the conciliation boards were unanimous. The chairman of the

national committee for the Brotherhood advised the Department of Labour that both reports were acceptable to the union, and on August 17 and August 22, 1956, respectively, contracts were signed between the CPR, the CNR and the Brotherhood implementing the decision of both the boards.

Apparently some members and some lodges of the Brotherhood were dissatisfied with the contract signed with the CPR and brought an action against MacGregor, the chairman of the grievance committee, and against the Brotherhood as a statutory entity seeking from the court, among other things, the following reliefs: a declaration that the defendants had no authority to make an agreement with the CPR Company, Prairie-Pacific region, for wage schedules based on the maximum number of cars hauled in trains at any time; a declaration that the defendant William G. MacGregor had no authority to negotiate and conclude the agreement entered into with the CPR on August 17, 1956, without first convening the general grievances committee of the Brotherhood of the Prairie-Pacific region of the CPR and obtaining its consent thereto; a declaration that the defendants had no authority to conclude the agreement entered into with the CPR on August 17, 1956, in so far as it affected wage schedules of the members of the Brotherhood in the Prairie-Pacific region of the CPR.

The court dismissed the plaintiffs' action for the following reasons. The dispute in question was largely a "family dispute," the so-called directives were not legal obligations because, in the opinion of the court, it is essential to the creation of a contract that the parties involved intended that their agreement should have legal consequences and be legally enforceable. In this case the Court found there was no contract and no intention that the parties be legally bound and the so-called directives could not be considered as legal obligations enforceable by court action but rather obligations whose fulfilment was a matter of honour or self-interest or perhaps both.

The alleged directives were concerned with a regional movement affecting the Prairie-Pacific region of the railway. The agreements entered into were rather of national character deriving their authority not from any regional committee, but from the entire membership of the union. The national committee in charge of negotiating these agreements was not selected by the grievance committee for the Prairie-Pacific region but by the president of the Brotherhood, and had for its purpose the furthering of the interests of the membership of the

Brotherhood in Canada, and not one railroad but all railroads in Canada. The members of the national committee when acting on such a committee are responsible to the grand lodge or president and are not within the jurisdiction or control of any general grievance committee of a particular region. The defendant MacGregor was a member of this national committee, and the directives given to him by the grievance committee would not bind him as a member of the national committee because these directives could apply only to a regional movement.

Regarding the relief sought by the plaintiffs by way of declaratory judgment, the opinion of the Court was that such relief would be without practical effect. The agreement to which the plaintiffs objected was consummated in August 1956 and what the plaintiffs actually sought was a mere legal opinion of the Court, and not a judicial opinion with binding effect.

Even if this court were of the opinion that the relief sought amounts to binding declarations of right, this court on a discretionary basis would refuse the relief as the same would be barren of practical benefit—the events which the plaintiffs sought to forestall are now *fait accompli*, and any declaration that the defendants' action were without authority cannot afford the plaintiffs any relief for practical benefit, and this court should not entertain purely academic questions.

Dealing with the legal status of a union Mr. Justice Riley stated that the plaintiffs, Glacier Lodge 51 and Kootenay Lodge 558, and the defendant, the Brotherhood of Railroad Trainmen, have no status before the court. He referred to and quoted from a number of decisions of the Supreme Court to the effect that trade unions, as such, have no legal status before the courts. In applying this principle to the case at bar, Mr. Justice Riley was not overlooking those decisions which indicated that for the limited purposes of labour relations acts and proceedings under those acts a union is a legal statutory entity separate and distinct from the membership that composes it. *Charleston et al and Lodges Nos. 519, 51 and 558 of Brotherhood of Railroad Trainmen v. MacGregor and Brotherhood of Railroad Trainmen* (1957) 23 WWR, Part 8, p. 353.

### Ontario High Court of Justice . . .

. . . dismisses company's application to quash award of umpire appointed under a collective agreement

On October 28, 1957 Mr. Justice McLennan of the Ontario High Court of Justice in *certiorari* proceedings dismissed an application made by Studebaker-Packard of Canada Ltd. to quash the award of an umpire,

appointed pursuant to a collective bargaining agreement between the company and Local 525 of the UAW.

The award dealt with the union's objection to the company making a contract with an industrial cleaning firm to do the work formerly done by three janitors and one janitress. While the employees in question were absorbed in other capacities in the plant, the union pursued the grievance, contending that the company's action amounted to a unilateral amendment of the agreement by a change in the scope of the bargaining unit by the withdrawal of the cleaning staff from it.

The award declared that the company did not have the right to contract with outside contractors to do the work formerly done by the janitors within the plant. In the umpire's opinion the work provided for in the collective agreement for the bargaining unit was fundamental to the existence of the contract and the company could change unilaterally the nature of the bargaining unit only by having such work cease altogether.

In the opinion of the Court the question to be decided was not whether the umpire was right but rather whether by his award he either disregarded or changed any of the provisions of the agreement.

Counsel for the company claimed that the umpire exceeded his jurisdiction by ignoring the express provisions of Section 5 of Article I of the agreement and the award was equivalent to the insertion into the agreement of a clause constituting a guarantee of the right to work.

Article I, section 5 of the agreement reads as follows:

5. Except as otherwise expressly provided in this agreement, nothing contained in this agreement shall be deemed to limit the Company in any way in the exercise of the regular and customary functions of management. The union recognizes the right of the company to operate and manage its business in all respects in accordance with its commitments and responsibilities, and to make and alter, from time to time, rules and regulations to be observed by employees, provided that, before publishing, any changes or additions to plant rules shall be first explained to the plant committee.

The Court rejected the company's contention that the award amounts to an amendment of the agreement guaranteeing the right to work.

In the opinion of the Court the award does not guarantee anyone the right to work but only declares that if the work is to be done at all in the plant it must be done by those who, being members of the bargaining unit, the company agreed should do the work.

The company argued that it was a function of management to make a contract with a cleaning firm to perform work in the place of regular employees and the company's right to do so was based on section 5 of Article I quoted above.

The union argued that the composition of the bargaining unit is an essential element in the agreement and the real issue before the umpire was whether the company could unilaterally redefine the bargaining unit. Therefore it was within the jurisdiction of the umpire to determine that on a matter so essential to the agreement the company could not without the consent of the union alter the agreement by changing an essential element of it.

Considering the terms of the greement Mr. Justice McLennan came to the conclusion that it was open to the umpire to decide that it was not part of the regular and customary functions of management to change the scope of the bargaining unit and therefore by doing that the company acted contrary to the essence of the bargaining agreement.

The company's application was dismissed with costs. *Studebaker-Packard of Canada Ltd. v. The International Union, United Automobile, Aircraft and Agricultural Workers of America (U.A.W.-C.I.O.) and Local 525 et al.* (1957) O.W.N. No. 44 584.

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## Recent Regulations, Federal and Provincial

Unemployment insurance benefits provided for fishermen. B.C. raises barbers' minimum wage; Alberta issues first cooking trade regulations

Amendments to the regulations under the Unemployment Insurance Act enable fishermen to qualify for seasonal benefits on the same terms as other insured persons.

More liberal overtime provisions have been set out for federal prevailing rate employees.

In British Columbia, a new minimum wage order for barbers sets a minimum wage of \$50 a week for barbers on a 40-hour week and of \$1.25 an hour for those on a shorter work-week. The coverage of the Semi-monthly Payment of Wages Act was extended.

Regulations for the cooking trade were issued under the Alberta Apprenticeship Act. Revised regulations for the trade of plumber, gasfitter and steamfitter provide that apprentices must have completed Grade 9, with preference going to those under 25 years.

In Manitoba, regulations of the Taxicab Board were amended to set a minimum wage for drivers in the Winnipeg area. Revised regulations under the Steam and Pressure Plants Act, as well as adopting latest editions of specified ASA and ASME Codes, lay down special safety rules for boilers and pressure vessels and for plants.

Other regulations deal with approved equipment for Alberta coal mines, licences under the Manitoba Gas and Oil Burner Act, and licensing of refrigeration operators under the Ontario Operating Engineers Act.

### FEDERAL

#### Financial Administration Act

The prevailing rate employees general regulations (L.G. 1954, pp. 417, 859, 1157; 1955, p. 186; 1956, June p. 879, Dec. p. 1582) have been replaced by new regulations approved by T.B. 524300 of November 14 and effective January 1. The main changes were in the method of calculating overtime and in overtime rates and in the rules respecting holidays and separation gratuities.

As before, the regulations apply to employees in the Public Service of Canada whose remuneration is based on prevailing rates of pay in the area in which they work for the class of work they do or in any area in Canada for work comparable to it. They do not apply to employees who are paid a stated annual salary or to part-time employees in classifications under the Civil Service Act where the wage is determined by reference to the stated annual salary established for those classifications.

Hours of work of prevailing rate employees are, as previously, to be determined by the Treasury Board on the recommendation of the deputy head of the unit concerned. Now, however, the Treasury Board, as well as fixing a standard work-week and the normal number of working hours each day, will also set a first day of rest and a second rest day, where applicable.

Rates of normal pay and rates and conditions of extra pay will continue to be set by the Treasury Board following

consultations with the Department of Labour. "Extra pay" continues to mean any premium payment, shift differential bonus or other allowances paid as compensation for services rendered during the working hours making up the standard work-week in addition to normal pay. As before, a differential paid in respect of supervisory duties will be considered as normal pay after it has been paid for a continuous period of six months.

Although the regulations again provide that a special overtime rate will be paid only to employees for whom a standard work-week has been set by the Treasury Board, the definition of overtime has been revised and the method of payment has changed. "Overtime," which formerly meant only time worked in excess of the standard work-week, now is defined as time worked in excess of the normal working hours in the day and also time worked on a first day of rest or a second rest day. For each completed hour of overtime worked on a normal working day or time worked on a first day of rest a prevailing rate employee must now be paid at a rate equal to one and one half times the rates of normal pay and extra pay, if any, payable to him for that work. An employee who works on his second day of rest is to be paid at twice the rates of normal and extra pay.

Previously, overtime was recorded each day in units of 15 minutes and a weekly aggregate determined. An employee whose standard work week was 40 hours or more was entitled to time and one half his regular rate for each completed hour of overtime. Where the standard work-week was less than 40 hours, the overtime rate did not apply until after 40 hours had been worked.

However, the new overtime provisions do not apply to prevailing rate employees who are employed on an irregular shift cycle basis, the regulations providing that the circumstances under which such persons will be eligible for overtime, as well as the rates, will be prescribed by the Treasury Board, which will also define "irregular shift cycle" for the purposes of these regulations.

Prevailing rate employees are again granted seven statutory holidays with pay. In addition, the Minister of the department concerned may, as before, grant two holidays with pay in accordance with the practice of private employers in similar work in the locality.

An employee who works on a statutory holiday or any additional holiday designated specifically by the Treasury Board (such as Christmas season half-days) must now be paid at the rate of two and one half times

the rates of normal pay and extra pay, instead of double time, for the hours actually worked, and, as before, his normal rate of pay for the remainder of the normal working day. As before, if a deputy head feels it is not practicable to pay the overtime rate, the employee may be given compensatory leave, which is to be computed in the same manner as formerly.

A gratuity in lieu of vacation leave credit is again payable to an employee whose employment is terminated before he has completed six months of service, provided he has worked at least four consecutive standard work-weeks, except that the regulations now require the approval of the deputy head. The payment, however, is the same as before, 2 per cent of the total normal pay paid to the employee during his period of employment and wages at the rate of normal pay for any compensatory leave credits which have accrued to him.

### Unemployment Insurance Act

Effective December 1, 1957, the Unemployment Insurance Regulations were amended by P.C. 1957-1597 of November 28, 1957, to provide for payment of unemployment insurance benefit to fishermen who satisfy certain prescribed conditions. Coverage had already been extended to persons engaged in fishing under regulations approved by P.C. 1957-442 of March 28, 1957 (L.G., May 1957, p. 608) and contributions became payable from April 1, 1957. Until the new regulations came into effect on December 1, however, no account could be taken of any contributions paid in respect of employment in fishing when determining the eligibility of any claimant.

A claimant is designated as a fisherman and subject to these regulations as regards qualification for benefit if, in the 52 weeks preceding his claim, he has five or more fishing contribution weeks (that is, weeks in which contributions have been made in respect of fishing).

The regulations distinguish between "year-round fishermen," that is, the small minority of fishermen who work on vessels which, because of their size and construction, continue fishing all year round, and other fishermen, who constitute the majority. In some instances the crews of year-round vessels are employed under a contract of service or under conditions closely similar to a contract of service. The regulations provide that such a fisherman may qualify for regular benefit irrespective of the time of year when he becomes unemployed if (a) his last employment during the 52 weeks prior to his claim was on a vessel

## The Trade of a Cook

which has been recognized by the Unemployment Insurance Commission as year-round in its operations; (b) he had at least six fishing contribution weeks in each of any four consecutive calendar quarters out of the last seven calendar quarters prior to his claim; and (c) the circumstances concerning his separation from employment can be readily verified.

For other fishermen, for whom there is no satisfactory way of determining whether an individual fisherman is actually unemployed, benefits are payable in the period December 1 to May 15, when there is a significant contraction in fishing operations in Canada as a whole, but generally speaking not during the active period of fishing from mid-May to the end of November. December 1 to May 15 is also the period during which seasonal benefits are payable under the Act.

During this period a fisherman is enabled to qualify for seasonal benefit on the same terms as any other claimant, that is, if he has 15 or more contribution weeks to his credit since the Saturday before the previous March 31. Any contributions may be counted for this purpose whether made in respect of fishing or any other insurable employment. All such contributions are taken into account for determining qualification, rates and duration of benefit. During that period the regulations provide that activity in fishing and any incidental work done by a fisherman in maintenance of his boat or gear will be disregarded in determining whether he is unemployed and available for employment. Earnings which he obtains during the week will be taken into account in order to determine the amount of benefit to which he is entitled for that week.

For both year-round and other fishermen, benefit is payable at the regular rate provided by the Act as determined in accordance with the average rate of contributions during the qualifying period. For a person with one or more dependents the weekly rate ranges from a minimum of \$8 to a maximum of \$30. For a person without dependents the rate ranges from \$6 to \$23.

## PROVINCIAL

### Alberta Apprenticeship Act

The first trade rules to be issued for the cooking trade, which last June was designated a trade under the Alberta Apprenticeship Act (L.G., Sept. 1957, p. 1089), were gazetted on December 14 as regulations 401/57. Revised regulations for the trade of plumber, steamfitter and gasfitter were gazetted the same day as regulation 402/57.

The special regulations for the cooking trade (401/57) lay down rules with respect to certificates of qualification, eligibility, term of apprenticeship, ratio of apprentices to journeymen, training of apprentices, certificates of progress, examinations, hours and wages, many of which are similar to provisions in other trade rules.

Upon submission of proof of efficiency and not less than three years of qualifying experience in the cooking trade prior to the publication of these regulations (December 14, 1957), a person who has not served a formal apprenticeship may make application for examination for a certificate of qualification in cooking. If he fails, he will be given an appropriate standing as an apprentice and may then register as an apprentice and complete his training according to the Act and these regulations.

As in other trades, the holder of a certificate of qualification may be required to appear for re-examination at any time and if he fails the re-test his certificate may be cancelled.

A candidate for apprenticeship must be at least 16 years and have completed Grade 8 or its equivalent.

The term of apprenticeship is three years, including the three-month probationary period, but may be reduced if the apprentice has had technical or vocational training or previous experience in the trade.

The ratio of apprentices to journeymen is one to two except that, as is the custom in other trades, an employer who is engaged in the trade and employs a journeyman or who is himself a journeyman may employ one apprentice.

In line with the usual practice, the regulations make it compulsory for apprentices in the cooking trade to attend the prescribed educational classes and require employers to give every apprentice sufficient instruction and practical training to enable him to develop into a skilled journeyman. Before being granted an annual certificate of progress or a final certificate of qualification as a journeyman, an apprentice cook must pass the prescribed trade tests and trade examinations and receive a satisfactory report from his employer or trade school.

When not attending classes, an apprentice cook may not be paid less than a specified percentage of the prevailing journeyman's wage. The rate for the first 12 months is 50 per cent, increasing to 65 per cent after successful completion of first-year technical training and to 80 per cent after a second successful year.

## **Plumber, Steamfitter and Gasfitter**

Except for the provisions respecting qualifications and wages of apprentices, the revised regulations for the trade of a plumber, steamfitter and gasfitter (402/57) are the same as the regulations they replace (L.G. 1949, p. 1571; June 1956, p. 729).

The lower age limit for an apprentice in this trade remains 16 years. The new regulations specify, however, that preference will be given to persons 25 years and under. For the first time, an educational standard is set, the regulations now providing that every apprentice must have completed at least Grade 9 or its equivalent, which is also the standard in the plastering and paper-hanging, painting and decorating trades.

The new regulations have also established higher minimum wages for apprentices in this trade. Instead of a minimum of 35 per cent of the prevailing wages of a journeyman during the first year, an apprentice will now receive at least 40 per cent of a journeyman's rate for registered employment prior to first-year technical training. After successful completion of the first year's technical training the rate increases to 50 per cent with a further increase to 60 per cent after a second successful year. On passing his third year, the apprentice is guaranteed a minimum of 75 per cent of a journeyman's rate. After successful completion of fourth-year technical training until completion of his contract, he must be paid at least 90 per cent of a journeyman's wage. Previously, the initial 35-per-cent rate was increased to 40 per cent the second year, with further automatic increases to 60 and 75 per cent during the third and fourth years.

## **Alberta Coal Mines Regulation Act**

Orders setting out the types of gas detectors, shot-firing devices, safety lamps and explosives approved for use in coal mines in Alberta were gazetted on December 14 as regulations 361 to 364/57, rescinding orders issued in June 1955 (L.G. 1955, p. 1292). Except for the provisions dealing with shot-firing devices in strip mines (Reg. 362/57), however, the orders are similar to the regulations they replace.

## **Alberta Factories Act**

The following regulations under the Alberta Factories Act were filed on November 15 under the new system required by the Regulations Act and gazetted on December 14: the varnishing of casks or tanks and covering for brick or concrete flooring (322/57); premises designated as "factories" (323/57); regulations governing the installation and operation of power

transmission machinery and equipment (324/57); fees for elevator inspections (325/57); lead and benzol (326/57); regulations respecting the construction, operation and maintenance of machinery and equipment in grain elevators, annexes and mills (327/57); safety regulations governing the drilling, cleaning, repairing, operation and maintenance of oil and gas well drilling plants, rigs and equipment (328/57).

## **Alberta Labour Act**

Orders under the Alberta Labour Act respecting industrial standards, minimum wages, hours of work and holidays have been reissued under the new system and were gazetted on December 14. The subjects covered are set out below.

### **Industrial Standards**

Schedules of wages and hours of labour for the following industries are set out in regulations 334 to 360/57 inclusive: automotive repair and gasoline service station industry, baking, barbering, carpentering, dairy, lathing, laundry and dry cleaning, painting and decorating, plastering, plumbing, steam fitting and gas fitting, radio service and structural steel.

### **Minimum Wages**

General minimum wage orders covering male employees are set out in regulations 365/57 and 372/57; those for female employees are contained in regulations 366/57 and 374/57.

### **Hours of Work and Minimum Wage Orders**

Special hours of work and minimum wage orders are set out for the following: irrigation projects under the Water Resources Act (367/57); pipeline construction (373/57); trucking industry (outside the cities) (375/57); land surveying industry (378/57); commercial travellers (379/57); insurance salesmen (380/57); hotels licensed under the Liquor Control Act in cities and specified towns (38157).

### **Hours of Work**

The following special orders deal with hours of work: automotive repair and gasoline service station industry in Banff National Park (368/57); foundry industry, Calgary Zone (371/57); shifts (376/57); hours of work (cities) (377/57); brewery industry (382/57); irrigation projects under the Water Resources Act (383/57).

### **Holidays**

A special holiday order for the coal mining industry is set out in 370/57.



### **British Columbia Factories Act**

By a proclamation gazetted on December 5, Thursday, December 26, 1957, was declared a public holiday for the purposes of section 56 of the British Columbia Factories Act. This meant that factories could not remain open except with the written permission of an inspector.

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

A new minimum wage order for barbers, Male and Female Minimum Wage Order No. 42 (1957), went into force in British Columbia on January 6, establishing a minimum wage of \$50 a week for barbers working 40 or more hours a week and a minimum of \$1.25 an hour for those on a shorter work-week. The new order replaces Order No. 42 (1946) (L.G. 1946, p. 989), an order for male barbers, which set a minimum weekly rate of \$25 for full-time employees and a minimum hourly rate of 65 cents for part-time workers.

Unlike the previous order, which, as has been indicated, applied only to men, the new order covers all persons engaged in the shaving of the face or cutting, trimming or singeing of the hair or beard or the shampooing or massaging or treating of the head or face. Male barbers employed in beauty parlours or in hairdressing shops who work on women and children only are again excluded, however. Men and women engaged in hairdressing will continue to be covered by Order No. 27 (1952), which set minimum rates of \$25 a week for persons on a 39-hour week and of 65 cents an hour for those who work a shorter work-week (L.G. 1952, p. 1234).

The new minimum, \$50 a week for those who work 40 or more hours a week and \$1.25 an hour for barbers who regularly work less than 40 hours a week, apply to all barbers except part-time employees, apprentices and handicapped persons to whom the Board has issued permits to work for less than the minimum wage. If barbers work longer than the eight-hour daily and 44-hour weekly limits, they must be paid time and one-half their regular rate. However, in a case where hours have been extended with the permission of the Board of Industrial Relations in accordance with the variations provided for in the Hours of Work Act, the overtime rate does not apply until the employee has completed the hours so established.

Barbers are to be paid at their regular rate for the entire period spent at work in response to a call, with a minimum of two hours' pay if they report for work and four hours' pay if they commence work, subject to the usual qualifications.

The new order also contains the usual provisions respecting semi-monthly pay, posting of orders and schedules and the keeping of records.

### **British Columbia Semi-monthly Payment of Wages Act**

The Lieutenant-Governor in Council, by a regulation gazetted on December 19, has extended the application of the British Columbia Semi-monthly Payment of Wages Act to the following industries and occupations: barbering; hairdressing; the mercantile industry; the occupations of elevator operator and starter; the occupation of cemetery-worker; the transportation and taxicab industries; the occupations of stationary steam engineer, firemen, oiler and special engineer; the occupations of bartender, waiter and utility man; office occupations; the occupations of attendant and assistant in specified amusement places and in parking-lots, auto camps, shoe-shine establishments and boat liveryes; the occupations of attendant or assistant in veterinary hospitals or places where therapeutics are performed; the building service industry.

The Act, which previously covered the mining, manufacturing, construction, fishing and hotel and catering industries, and the outside employees of municipal corporations, requires employees to be paid at least as often as semi-monthly all wages or salary earned up to a day not more than eight days prior to date of payment. In mines under the Coal Mines Regulation Act payment must be made not less than fortnightly and on a Saturday. Workers who for any reason are not paid at the fixed time are entitled to be paid any time thereafter on demand. Nothing in the Act, however, is to be deemed to prohibit the payment of wages at more frequent intervals than those prescribed and employers may not, by contract or by any other means, secure exemption from the provisions of the Act.

The Act does not cover any worker earning \$4,000 or more under a yearly contract.

Penalties ranging from \$25 to \$500 may be imposed for violations of the Act and the employer may also be ordered to pay each employee all arrears of wages.

### **Manitoba Gas and Oil Burner Act**

Some amendments to the regulations under the Manitoba Gas and Oil Burner Act (L.G., April 1957, p. 469), approved by Man. Reg. 100/57, were gazetted on December 7.

One amendment exempts certain retailers from the requirement to post a guaranteed bond and obtain a licence from the Minister of Labour before selling or delivering fuel oil for use in fuel oil burners for heating purposes. Under the new regulations, no licence or bond is required from a person who, having received drums or cans of fuel oil from the holder of a subsisting licence, sells or delivers them to purchasers without opening them or sells the fuel oil in quantities not exceeding five gallons to a customer.

The new regulations also set out the forms of the licences to sell and deliver fuel oil and to install and service oil-burning equipment.

### Manitoba Steam and Pressure Plants Act

Revised regulations under the Manitoba Steam and Pressure Plants Act respecting standards of construction, installation and maintenance of steam and pressure plants approved by Man. Reg. 96/57 were gazetted on November 30. The new regulations are in conformity with changes in the Act, which at the last session of the Legislature was amended to extend coverage to low-pressure refrigeration plants and plants used for utilizing or confining any liquid or gaseous substances other than steam.

In line with the provisions of the Act, the regulations set out five classes of high-pressure plants, namely: first class, meaning all those of 500 h.p. or more; second class, all plants between 200 and 500 h.p.; third class, all plants between 100 and 200 h.p.; fourth class, all those between 25 and 100 h.p.; fifth class, plants capable of developing five h.p. and less than 25 h.p. The regulations also provide for a heating plant class, which covers all low-pressure plants used for heating or equivalent purposes.

Except where other provisions are expressly set out in the Act and in these regulations, the standards governing the design, fabrication, installation, operation, testing and inspection of boilers, pressure vessels and plants are those set out in the 1955 edition of the *ASA Code for Pressure Piping* and in the 1956 editions of the following ASME Codes: *Power Boilers*, *Material Specifications*, *Low Pressure Heating Boilers*, *Miniature Boilers*, *Unfired Pressure Vessels*, *Qualifications for Welding*, *Suggested Rules for Care of Power Boilers*, and *Boilers of Locomotives*.

If any boiler, pressure vessel, plant or oil refinery is installed, erected, re-installed or re-erected, the fittings must conform to the standards set out in the applicable ASME or ASA Code. This rule also applies whenever any fittings are replaced.

Piping used in connection with plants, boilers and pressure vessels must meet the standards set out in the appropriate ASME Code and, where it is not applicable, the standards prescribed by the ASA Code for piping. Sections 3 to 13 of the CSA Canadian Regulations for the Construction and Inspection of Boilers and Pressure Vessels (B51-1957) are also adopted and constituted as part of these regulations, as are the rules set out in the CSA Mechanical Refrigeration Code (B52-1951). The standards for portable cylinders manufactured or used for storage of propane or similar gases are those prescribed by the Board of Transport Commissioners for Canada. Non-portable cylinders must conform with the ASME Code and the regulations under the Gas and Oil Burner Act.

As well as adopting the above codes, the regulations set out additional safety rules, one of which provides that whenever the Chief Inspector considers that the workmanship, age, material, condition or installation of any boiler or pressure vessel makes it advisable he may order the factor of safety increased. Another provides that where a high-pressure lap seam riveted boiler reaches the age of 21 years and annually thereafter, the factor of safety must be increased by at least 1 per cent. No high-pressure lap seam riveted boiler with a diameter exceeding 36 inches which has been moved from its original location may be operated at a pressure greater than 15 p.s.i.

On the first inspection after the coming into force of these regulations, every boiler and unfired pressure vessel now in use which does not carry the identification provided for in Section 6 of the CSA Code for the Construction and Inspection of Boilers and Pressure Vessels (B51-1957) will be stamped by the inspector in the manner prescribed. If the inspector orders a change in the maximum pressure, he will also stamp the newly authorized maximum pressure on the boiler. The regulations also provide that no person may sell or install a boiler or unfired pressure vessel which is not stamped in the required manner.

Every oil, gas- or stoker-fired boiler must be equipped with devices designed to shut off the fuel food and air supply in the event of low water, flame failure or over pressure. The devices are to be installed so as not to be rendered inoperative by the manipulation of any manual controls.

Boiler rooms are to be constructed of fire resistant materials and are to be provided with fireproof doors opening outwards. The dimensions must be such as to provide an

all-round minimum clearance of 36 inches between the inside walls of the boiler room and the boiler setting walls or boiler casing. The clearance between the front of the boiler and the wall, however, must be adequate to remove the longest boiler tubes and in no case may be less than four feet.

The regulations specify the controls to be provided on stoker-fired boilers, on boilers fired by means of oil burners approved by the CSA or Underwriters' Laboratories of Chicago for burning grades (domestic type) 1 or 2 fuel oils, and on oil burners approved for burning heavy grade fuel oils (Bunker C).

However, with the written permission of the Chief Inspector, one or more of the automatically operated controls specified may be omitted in plants where licensed operators are employed in accordance with the requirements of the Operating Engineers and Firemen Act. The Chief Inspector is also authorized to order additional controls whenever he considers it necessary for the safe operation of automatically fired boilers.

In addition, the regulations provide that the Chief Inspector may order that air-cooled floors of adequate strength be installed in boiler settings or fire box floors where boilers are fired by means of oil burners.

### **Manitoba Taxicab Act**

The regulations made by the Manitoba Taxicab Board (L.G., Feb. 1956, p. 194) have been amended with respect to drivers' wages by Man. Reg. 98/57, gazetted on November 30.

A driver employed by the week who regularly works nine hours a day for six days in a week must now be paid a minimum wage of either \$38 plus 65 cents for each hour on duty in excess of 54 or 38 per cent of his gross intake for the week, whichever is greater. A driver who because of illness or by arrangement with the employer works less than six days must receive either a proportional amount of the \$38 weekly wage or 38 per cent of his gross receipts for the week, whichever is greater. In addition, the regulations provide that an owner may not make any deduction from a driver's wages that would reduce his weekly wage below \$38 other than a deduction authorized under federal or provincial legislation, or a deduction made at the employee's written request with the Board's approval.

A driver employed otherwise than by the week must receive a minimum of \$1.80 a day with an additional 60 cents for each hour on duty in excess of three hours.

Previously, while no specific rates were set, the owner of a taxicab was prohibited

from making deductions from the wages of a driver paid by the week that would reduce his wages below \$35 except in the circumstances described above.

The new rate is slightly higher than the general minimum rate for male employees in Winnipeg of 60 cents an hour with 90 cents for each hour worked in excess of 48 in the week. In a 54-hour week, this amounts to \$34.20.

### **Ontario Operating Engineers Act**

Some amendments to the general regulations under the Ontario Operating Engineers Act approved by O. Reg. 268/57 were gazetted on December 14, bringing the regulations into line with changes made in the Act at the last session of the Legislature (L.G., May 1957, p. 599).

The amendments to the Act authorized certified refrigeration operators who are not qualified operating engineers to operate high-powered refrigeration equipment and provided for two classes of refrigeration operators, Class A and Class B, instead of one general class.

The Class B certificate, which is similar to the general refrigeration certificate previously issued, entitles the holder to act as chief engineer in a refrigeration plant of 400 horsepower or less or as shift engineer in a plant of unlimited registered horsepower. A Class A certificate permits the holder to act as chief operator in a refrigeration plant of over 400 horsepower, work which formerly could be performed only by a person holding a first or second class engineer's certificate.

The regulations again require applicants to qualify by examination, the pass mark in both cases being 60 per cent, as formerly. The requirements with respect to age and experience, however, are different from those previously set out for refrigeration operators. Instead of 21 years, the minimum age for a Class B certificate is 19 years. An applicant must also have had at least one year's qualifying experience in a refrigeration plant or 18 months' experience installing or servicing equipment in a refrigeration plant and six months' qualifying experience in a refrigeration plant. Previously, the minimum experience required for a refrigeration operator's certificate was two years in a refrigeration plant.

An applicant for a Class A certificate must be at least 23 years old and be the holder of a current refrigeration operator's certificate (Class B). He is also required to have had at least four years' experience in a refrigeration plant, three of which must have been in a plant of over 400 horsepower, subsequent to obtaining a Class B certificate.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in November 1957—249,108—increased 49 per cent over previous month's 167,363 and 65 per cent over the November 1956 total of 151,356, statistics\* show

The number of initial and renewal claims for unemployment insurance benefit in November was 249,108, an increase of 49 per cent over the 167,363 recorded in October, and 65 per cent higher than the November 1956 total of 151,356.

Claimants having an unemployment register in the "live file" on November 29, numbering 403,000, constituted 10 per cent of the estimated insured population at the beginning of the month. This represents a rise of 6.8 and 5.7 per cent respectively over the October 1957 total of 268,000 and the November 1956 total of 215,400. There is a noticeable increase in the proportion of male claimants, who comprised 78 per cent of the total on November 29 compared with 74 per cent on October 31 and 72 per cent on November 30, 1956.

Of the claimants included in the November 29 count 45 per cent had been on claim two weeks or less, and 82 per cent of these were males. At the upper end of the duration schedule, however, males account for only 65 per cent of those on claim 13 weeks or more.

Postal claimants constituted 34 per cent of the November 29 claimant group, an increase of five points over the 29 per cent for October 31. The increase occurred wholly among the males, of whom 36 per cent were postal on November 29, compared with 31 per cent on October 31.

During November the number of cases in which benefit periods were not established accounted for 82 per cent of non-entitlements on initial claims. This compared with 70 per cent for October and for November 1956.

The estimated average weekly number of beneficiaries was 227,400, an increase of 28 per cent over the October total of 177,500, and 108 per cent higher than the figure for November 1956. Benefit payments

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

increased only slightly over October (about 15 per cent) but both the number of weeks and the amount of benefit were up substantially over last year (90 per cent in weeks compensated and 105 per cent in benefit paid). The substantial rise in benefit payments is related to the increase in the number of beneficiaries together with the higher proportion of males, who tend to draw at the higher benefit rates.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November show that insurance books or contribution cards have been issued to 4,786,876 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1957.

At November 30 employers registered numbered 299,147, an increase of 1,411 since October 31.

### Enforcement Statistics

During November 1957, 5,199 investigations were conducted by enforcement officers across Canada. Of these, 3,929 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 105 were miscellaneous investigations. The remaining 1,165 were investigations in connection with claimants suspected of making false statements to obtain benefit.

\*See Tables E-1 to E-4 at back of book.

Prosecutions were commenced in 108 cases, 28 against employers and 80 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 698.\*

### Unemployment Insurance Fund

Revenue received in November totalled \$21,602,141.47 compared with \$22,857,359.01

in October and \$21,038,964.17 in November 1956. Benefit payments in November amounted to \$18,961,516.48 compared with \$16,305,464.48 in October and \$9,258,141.20 in November 1956. The balance in the fund on November 30 was \$887,441,141.23; on October 31 it was \$884,800,516.26 and on November 30, 1956, \$917,638,981.85.

## Decision of the Umpire under the Unemployment Insurance Act

### Decision CUB-1443, December 23, 1957

**Summary of the facts:** The claimant has been employed by a federal government department as a flagman on the W..... Canal at S..... since 1953. On December 15, 1956, the canal system was closed down for the winter season and he was placed on leave with pay as follows: 15 days statutory leave and 41 days compensatory leave for overtime work and work on statutory holidays during the on-season.

He applied for benefit on January 2, 1957. The insurance officer allowed the claim but regarded the monies which he continued to receive from the employer as earnings within the meaning of section 56 of the Act.

On January 28 the claimant appealed to a board of referees, contending that the said monies should not be classified as earnings since they were in payment of overtime work which he performed during the navigation season. He further argued that he was actually unemployed and that unemployment insurance contributions were not being credited to him.

The board which heard the claimant, his lawyer, and a representative of the interested union in S..... on February 21, 1957, unanimously allowed the appeal on the ground that the monies received by the claimant were in the category of bonuses and not earnings (section 172 (2) (a) of the Unemployment Insurance Regulations).

From that decision, the Director of Insurance appealed to the Umpire.

Subsequent information was received, however, to the effect that the claimant had returned to work the day after his compensatory leave expired, *viz.*, March 13, 1957, and on the basis of this new fact the

Director of Insurance withdrew the appeal for the purpose of resubmitting the case to the board of referees. The board of referees was asked to decide whether the claimant was unemployed from December 30, 1956 to March 12, 1957, while he was on leave with full pay.

The board of referees again heard the claimant, his lawyer, a representative of the interested union and the personnel manager of the W..... Canal in S..... on June 13, 1957. It unanimously found that the claimant was unemployed for the period under consideration irrespective of the method used by the employer in making these deferred payments of actual earnings. In the opinion of the board the monies received by the claimant were for the on-season and accordingly should be allocated thereto.

On August 2, the Director of Insurance renewed his appeal to the Umpire, first on the question whether the claimant was unemployed during the period of compensatory leave in view of section 158 (2) of the Regulations; second, on whether, if the claimant was unemployed during this period, the remuneration paid to him should not be taken into account as earnings and allocated to the period.

Following the lodging of this appeal, the interested union requested an oral hearing before the Umpire, which was held in Ottawa on September 19, 1957. The union was represented by counsel.

At the hearing, the Unemployment Insurance Commission's representative argued that the claimant's situation during the period of compensatory leave was no different to that of any other civil servant, *viz.*, he continued to be in employment, accumulated leave credits and paid contributions to the superannuation fund. As he received his usual remuneration for each week of compensatory leave, his case,

\*These do not necessarily relate to the investigations conducted during this period.

in the opinion of the Commission, came under regulation 158 (2), which stipulates that "any week for which the usual remuneration for a full working week is earned or paid shall be a full working week. . . .". As an alternative, the Commission contended that the monies he received were earnings within the meaning of regulation 172 (1) and, in accordance with regulation 173 (1), had to be allocated to the period for which earned or paid, namely the period during which the overtime leave fell.

The counsel for the claimant argued that the fact that monies paid for overtime were spread over a few weeks during the off-season instead of being paid in a lump sum at the conclusion of navigation was a matter of internal administration; that such policy was adopted by the federal Government at the request of the municipalities which in the 1930's had to provide relief money to canalmen who had no steady income during the winter months; that canalmen are seasonal employees in the true sense of the word and as such, "go out and get jobs if they can during their compensatory leave period"; that the fact that the Unemployment Insurance Commission did not request contributions from them during the off-season was indicative of its belief that they are then unemployed and that such being the case, there could not be one interpretation for the purpose of contributions and another one for the purpose of benefits.

At the request of the Umpire, and in view of certain allegations made at the hearing, information was sought from the Department as to whether or not canal workers were provided with work by the Department during the off-season. The information obtained showed that in 1957 the claimant, as well as all the other canalmen, after using their statutory holidays and compensatory leave, were provided by the Department with sufficient employment to keep them working until the canals opened again; that it was the first year that this occurred and there was nothing compulsory on the Department to do so.

**Conclusions:** The claimant's disqualification for the period of 15 days statutory leave is not disputed. The question at issue is whether or not he was entitled to benefit during the period he received compensatory leave.

The status of employees of the federal department who worked on canals and filed a claim for benefit during the off-season has been discussed by one of my predecessors in decision CUB-246, which, apparently, was not drawn to the attention of the board of referees.

In that decision, the Umpire pointed out that by reason of the nature of his employment, a canal employee passed through three stages in a year. During the first stage, from the opening until the closing of navigation, he performed his usual work on the canal. During the second stage, from the closing of navigation until the termination of his compensatory leave, he is not working, but, nevertheless, is kept on the employer's pay-roll; the employer retains his insurance book, he is credited with annual leave, sick leave, special leave and contributions continue to be made on his behalf to the superannuation fund. The third and last stage extends from the termination of his compensatory leave until the opening of navigation. Only for the third stage did the Umpire find that the claimant could qualify for benefit under the Act.

Although there have been numerous amendments to the Act and the Regulations since that decision was rendered, the underlying principle in the present case is the same as in CUB-246, and I cannot find in the Act and the Regulations as they read at present any valid reason which would permit me to grant canalmen benefit for a period during which they receive their "usual remuneration," which means their full salary.

It is clear from the poster used by the Civil Service Commission for the recruitment of canalmen (Exhibit No. 6) and from the Treasury Board authority under which overtime credits accumulate (T.B. 45823 dated January 22, 1954) that the monies received during the compensatory leave cannot be termed as a gratuity or a bonus, as the accumulation of overtime credits is a definite condition of the contract of service between the employees and the Department and is not paid at the pleasure of the Crown. Therefore, contrary to the finding of the board of referees, the claimant cannot be given the benefit of provision 172 (2) (a) of the Regulations.

It is also clear from the poster and the Treasury Board minute referred to above that overtime earnings are not earned or paid for the period during which the overtime is performed, but are earned or paid for a period which falls between the navigation seasons. There is provision in the Treasury Board minute for a cash payment equivalent to the compensatory leave, but the departmental policy is to grant it only when there is no other alternative, *i.e.*, the navigation season has resumed or the employee has died. Therefore, in accordance with regulation 173 (1), overtime earnings are to be allocated to a period following the closing of navigation.

It has been argued that the Unemployment Insurance Commission must necessarily consider canalmen unemployed while on compensatory leave, since it did not collect contributions in their respect for that period. It does not appear that the matter of contributions has ever been sub-

mitted to the statutory authorities or challenged by the employees or the Department. Unless and until such event occurs, it would be inappropriate for me to comment on the matter.

For those reasons, I have to allow the appeal.

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## Employment under the Unemployment Insurance Act

The substantial rise in earnings for persons covered by the Unemployment Insurance Act over the period July 1941 to March 1954 was reflected in the changing distribution of workers within the various earning groups. This is shown in the reference paper "Employment under the Unemployment Insurance Act, Year Ended March 31, 1954" released last month.

During the first nine months of operation, 36 per cent of the contributors under the Act had average weekly earnings of \$26 or more, but by 1954, 90 per cent had average weekly earnings of \$27 or more.

The earnings of males are consistently higher than those of females—in 1942, 48 per cent of males and 4 per cent of females had earnings of \$26 or more per week, and in 1954 these proportions were 96 per cent and 72 per cent.

Average number of weeks employed was relatively stable over the period, ranging

from 35 to 38 weeks. About half the new additions to the insured working force contribute less than 17 weeks, while more than half of the more experienced workers contribute 45 weeks or more. Females constitute a higher proportion of the new entrants than of renewals.

The influence of increases in coverage which have extended unemployment insurance in industries having greater seasonality of employment as well as the general increase in employment which has occurred in construction and in other industries subject to seasonal declines is evident in the comparison of the employment patterns for the years 1946, 1950 and 1954. At 1946, more than one third of the contributors showed an average annual pattern of from 49 to 52 weeks contribution; by 1950, the proportion was about one quarter, and by 1954 fewer than one fifth were in this category.

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## U.S. Jobless Claims Drop Sharply in Mid-January

Both initial claims for unemployment insurance and "insured unemployment" (workers out of work for a week and eligible to collect benefits) in the United States dropped sharply during the weeks ending January 25 and 18 respectively.

It was the first time both figures had declined together since unemployment began an upward trend in the fall of 1957.

The decline in initial claims was substantial, dropping by 70,900 to 452,000. While this was higher than the year-earlier figure of 304,500, it was sharply below the record level of 609,600 reached in the second week of January this year.

The drop in "insured unemployment" was much smaller. The reduction was 13,800 to a total of 2,850,000 in the week ended January 18.

The report says that only 16 states had noted reduced levels of "insured unemployment" while 33 states were higher. But the states with lower levels...meaning some recall of workers to their jobs...included the large industrial ones, Illinois, Pennsylvania, New York, and Connecticut.

The unemployment insurance system covers more than 43,000,000 out of the total working force of 65,000,000. Total unemployment figures are thus invariably higher than "insured unemployment" figures.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during December Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 108 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 137 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	68	\$207,102.00
Post Office .....	17	308,593.57
Public Works .....	1	6,250.00
Central Mortgage and Housing Corp. ....	1	161,173.60
Defence Construction (1951) Ltd. ....	1	18,253.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## **Wage Claims Received and Payments Made during December**

During December the sum of \$8,604.12 was collected from 10 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 220 workers concerned.

## **Contracts Containing Fair Wage Schedules Awarded during December**

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### **Atomic Energy of Canada Limited**

*Chalk River Ont:* M Sullivan & Son Ltd, construction of decontamination bldg No 507; M Sullivan & Son Ltd, extension to bus garage bldg No 406.

### **Central Mortgage and Housing Corporation**

*Chatham N B:* North Shore Construction Ltd, hard-surfacing of roads for 125 housing units, DND 7/54. *Farnham Que:* Les Construction Marquis Ltee, \*repairs to foundations, Normandie Blvd. *Brockville Ont:* M Sullivan & Son Ltd, construction of housing units, FP 4/57. *Hespeler Ont:* Gardner Einwechter, \*repairs to fire damage at 39 Phin Ave.

### **Department of Citizenship and Immigration**

*Bella Coola Indian Agency B C:* J A Stewart Construction, construction of teacher's residence, etc, Bella Bella Indian Reserve No. 1. *Yukon Indian Agency Y T:* International Water Supply Ltd, supply & installation of water softening equipment, Carcross IRS.

### **Defence Construction (1951) Limited**

*Charlottetown P E I:* Atlas Construction Co Ltd, construction of naval reserve division bldg. *Dartmouth N S:* John Thompson-Leonard Ltd, supply & installation of boiler, HMCS *Shearwater*. *Halifax N S:* Dominion Structural Steel Ltd, erection of structural steel for canteen & office bldg. *St Hyacinthe Que:* Franki of Canada Ltd, underpinning of armouries. *St Johns Que:* Canadian Comstock Co Ltd, connection of boiler & equipment, central heating plant, RCAF Station. *Valcartier Que:* Beaudet & Fils Enr, erection of prefabricated bldg for extension to bldg No 53, CARDE. *Camp Borden Ont:* Salem Engineering Ltd, improvements to water supply system. *Esquimalt B C:* Commonwealth Construction Co Ltd, construction of armament depot, HMC *Dockyard*; Canadian Comstock Co Ltd, replacement & extensions of air pipeline distribution system, HMC *Dockyard*. *Near Fort St John B C:* General Construction Co Ltd, construction of trestle bridge over Pine River, NWHS; Poole Engineering Co Ltd, construction of road from Alaska Highway to PGE railway bridge & ferry approaches at Peace River Suspension Bridge. *Victoria B C:* Helge Harvest Painting Co Ltd, interior painting of PMQs, Work Point Barracks.

### **Building and Maintenance**

*Halifax N S:* Banfield & Miles, interior painting of MDPAs, Windsor Park, *Camp Borden Ont:* W A Moffatt Co, reroofing of & sheet metal work in 55 bldgs.

## Department of Defence Production

*Uniacke N S*: Cyril J Feeney, \*clearing of land & disposal of refuse at receiver site. *Longue Point Que*: Forget-Powell Co Ltd, supply & installation of exhaust systems in bldg No. 3, Depot Area; Moto Construction Co, interior painting of bldg No 37, boiler room, Depot Area. *Sherbrooke Que*: Gerard Boissoneault, snow removal during 1957-58, ND properties. *Camp Borden Ont*: B Phillips Co Ltd, painting of water towers; Willard & Bluj, interior painting of sleeping quarters in barrack blocks, RCAF Station. *Dundas Ont*: Colt Contracting Co Ltd, excavation & replacement of storm drain & manholes, etc, armouries. *Rockcliffe Ont*: A P Green Fire Brick Co Ltd, refractory repair of No 3 boiler, RCAF Station. *Namao Alta*: New West Construction Co Ltd, \*construction of two transformer vaults in Nos 3 & 4 hangars, RCAF Station, Lancaster Park. *Lynn Creek B C*: Monarch Roofing Co, reroofing north section of bldg No. 2.

## Department of National Revenue

*Comins Mills Que*: Wm Lavallee Construction Ltd, construction of customs examining warehouse. *Estevan Sask*: F A France Construction Co, construction of office bldg & residence bldg & alterations to existing bldg. *Oungre Sask*: Shelly & Young Construction Ltd, construction of residence.

## Department of Northern Affairs and National Resources

*Baddeck N S*: Taylor's Ltd, \*installation of plumbing & heating systems in custodian's house; Stephens Construction Ltd, \*roofing & sheet metal work at custodian's house; Wm Matheson & Son, \*electrical installation in custodian's house; Herman Young, \*lathing & plastering in custodian's house. *Grand Pre National Park N S*: Bluenose well Drilling Co Ltd, \*drilling of well. *Banff Alta*: Wm Clark Roofing & Building Suppliers Ltd, \*application of bonded roof, cave & basin bathhouse. *Waterton Lakes National Park Alta*: A M Schow, \*electrical work in Information Bldg; Hall Bros, \*installation of plumbing facilities in Information Bldg; Lethbridge Sheet Metal Ltd, \*installation of heating system in Information Bldg. *Fort Langley B C*: Nu-Way Plumbing & Heating, \*installation of plumbing, heating & ventilation systems in custodian's quarters & office bldg. *Kootenay National Park B C*: Canada Gunite Co Ltd, repairs to Aquacourt at Radium Hot Springs.

## Department of Public Works

*St John's Nfld*: The Horwood Lumber Co Ltd, alterations & additions to bldg 29, Buckmaster's Field. *Canso N S*: Albert E Whidden, repairs to federal bldg. *Inverness N S*: Duncan A MacIsaac, repairs & alterations to federal bldg. *Pictou N S*: Ferguson Industries Ltd, \*repairs to dredge *Pownal No 2*. *Port Latour N S*: Kenney Construction Co Ltd, breakwater repairs. *Minto N B*: H C Greenlaw Ltd, alterations to federal bldg. *Oromocto N B*: H C Greenlaw Ltd, construction of temporary post office bldg. *Saint John N B*: H Davis, alterations to old post office bldg; Trueman O Morrow, painting of various bldgs; Veterans' Window Cleaning Co, cleaning of windows. *Dorval Que*: Westeel Products Ltd, installation of partitioning & lighting at Air Freight Terminal, Customs & Excise Division, Dept of National Revenue. *Hull Que*: Rene Cleroux, modification to existing ventilating & heating systems, Zone 6, second floor, National Printing Bureau; Rene Cleroux, revisions to heating system, etc, National Printing Bureau; Rene Cleroux, installation of thermostat radiator valves, Zone 7, National Printing Bureau; Rene Cleroux, revisions to ventilating & heating systems & installation of condensation pumps, National Printing Bureau; Duford Ltd, painting of glass, National Printing Bureau. *Magog Que*: Albert Godbout, alterations to federal bldg. *Montreal Que*: Alphonse Gratton Inc, addition & alterations to Postal Station "R". *Quebec Que*: J A Asselin & Fils Enr, alterations to Louise Embankment Immigration Shed. *Arnprior Ont*: Acme Tree Specialists, landscaping at Civil Defence College. *Cedar Point Ont*: R A Blyth, wharf repairs. *Cornwall Ont*: P E Brule Co Ltd, construction of highway office bldg. *Eastview Ont*: Leopold Beaudoin Construction Ltd, construction of partitions, installation of electrical fixtures & redecoration of Landriault Bldg. *Kenora Ont*: Eric Ruben Norman, alterations & addition to RCMP detachment quarters. *London Ont*: McKay-Cocker Construction Ltd, alterations in Lipton Bldg for UIC, post office & customs; Cardinal Painting & Decorating Co Ltd, interior painting at 388 Dundas St. *Madsen Ont*: Steel Structures (Western) Ltd, construction of pre-engineering bldg. *North Bay Ont*: Kyle & Kightley Ltd, construction of partitions, installation of counters, etc, in federal bldg. *Ottawa Ont*: Campbell Steel & Iron Works Ltd, retubing in No 2 boiler, etc, National Research Council; Campbell Steel & Iron Works Ltd, installation of tubes in

No 6 boiler, etc. Central Heating Plant; Roger E Boivin, redecoration of Zoology Section & Herbarium Section, Victoria Museum; Doran Construction Co Ltd, alterations to Holden Bldg; Leopold Beaudoin Construction Ltd, alterations & additions to "A" bldg, Cartier Square; A P Green Fire Brick Co Ltd, rebuilding of smoke chambers for refinery chlorination furnaces, Royal Canadian Mint; Otis Elevator Co Ltd, improvements to elevator, Mines Bldg; Dibblee Construction Co Ltd, construction of walks, National Research Laboratory; Rudel Machinery Co Ltd, supply & installation of 3 monorail crane systems in machine shop, Booth St, Dept of Mines; Lumo Electric Co, installation of fume & vapour exhaust system in rolling room, Royal Canadian Mint; Lord & Burnham Co Ltd, repairs to Nos 3 & 4 sections of greenhouse & installation of aluminum cast & gable, Rideau Hall; Ted Wojdacki, exterior painting of No 5 Temporary Bldg; Taggart Construction Ltd, construction of storm sewer, Supreme Court Bldg; Edge Ltd, installation of sprinkler system in General Storage Depot of Mines & Technical Surveys, No 8 Temporary Bldg; O'Leary's (1956) Ltd, construction of parking area, National Research Council; Greenspoon Bros Ltd, demolition of Vail's Laundry bldg; A Lanctot Construction Co Ltd, alteration & repairs, 45 Spencer St; O'Leary's (1956) Ltd, surfacing of parking area, Science Services Bldg, CEF; J R Statham Construction Ltd, construction of X-Ray unit, Vimy Bldg; Shore & Horwitz Construction Co Ltd, installation of dumbwaiter & shaft alterations, Rideau Hall; Roger E Boivin, repainting exterior of "C" bldg, Dept of National Defence; Canadian Ice Machine Co Ltd, construction of Dairy Research bldg, CEF; Edge Ltd, replacement of heating system, Regent Annex; George Higman & Sons Ltd, repainting exterior of "A" bldg, Dept of National Defence, including overpass to "C" bldg; Bedard-Girard Ltd, installation of electrical distribution feeders, Centre Block, Parliament Bldgs; Leopold Beaudoin Construction Ltd, renewal of exterior stone stairway treads at eastern approach of Parliament Bldgs; Providence Plumbing & Heating Ltd, renewal of water mains & risers throughout Woods Bldg. *Rexdale Ont*: Precision Prefab Products Ltd, construction of addition to existing post office bldg. *Tobermory Ont*: E D Kalbfleisch & C H Whicher, repairs to harbour works. *Toronto Ont*: Robert Wilson, removal of waste paper from federal bldgs & leased accommodation; Harry S Denning Cleaning Services Ltd, cleaning interior of Wilson Bldg. *Uplands Ont*: Leopold Beaudoin Construction Ltd, erection of bleachers & platforms for CBC at airport. *Whitby Ont*: McNamara Construction Co Ltd, \*redredging area "A", approach to inner harbour & area "B", entrance channel. *Winnipeg Man*: William L Beaton, laying of plywood & linoleum floor tile on eighth floor, Commercial Bldg; Wyatt Construction Co Ltd, laying of plywood underlay & marboleum tile on second floor, Commercial Bldg. *Saskatoon Sask*: Upper & Isabelle, interior painting of federal bldg. *Edmonton Alta*: Everall Engineering Ltd, paving at Charles Camsell Hospital. *Lacombe Alta*: P W Graham & Sons Ltd, construction of office & laboratory bldg for Dept of Agriculture. *Lethbridge Alta*: Bird Construction Co Ltd, landscaping & bituminous paving, RCMP garage & Administration Bldg. *Bella Bella B C*: Ernest Omer Johnson, construction of wharfage facilities for Dept of Fisheries. *Ladysmith B C*: Victoria Pile Driving Co Ltd, construction of float & breakwater renewal. *Nelson B C*: T H Waters & Co Ltd, installation of acoustic tile, Gray Bldg. *Patricia Bay B C*: Basarab Construction Ltd, shear boom & float construction. *Prince George B C*: C J Oliver Ltd, construction of RCMP detachment quarters. *Vancouver B C*: Doyle Construction Co Ltd, installation of underground services to Government Laboratories, U of BC; Modern Building Cleaning Service of Canada Ltd, cleaning interior of General Post Office Bldg. *Fort McPherson N W T*: Frank's Painting Service, painting of hostel, teacherage & addition to school.

### Department of Transport

*Charlottetown P E I*: Valley Services Ltd, construction of airport lighting facilities. *Dorval Que*: J R Robillard Ltee, construction of temporary Custom & Immigration bldg & related work at airport; Kredl & Warner Inc, reroofing of hangar No 4 at airport. *Montreal Que*: Atlas Construction Co Ltd, construction of foundation for rolling type bascule bridge over Lachine Canal, vicinity of Rockfield Bridge No 7; Navais Construction Ltd, construction of N D beacon & marker bldg & access road at airport. *Quebec Que*: Magloire Cauchon Ltee, installation of chain link fence & gate at airport. *Dainsville Ont*: Provincial Engineering Ltd, replacement of wire ropes on bridge No 18, Welland Ship Canal. *London Ont*: Con-Eng Contractors Ltd, construction of additional airport facilities. *Malton Ont*: Huron Construction Co Ltd, additional development at airport. *Near Merriton Ont*: Provincial Engineering Ltd, replacement of wire ropes on bridge No 5, Welland Ship Canal. *Ottawa Ont*: H J McFarland Construction Co Ltd, installation of storm drainage in civil terminal area at Uplands Airport. *Port Robinson Ont*: Provincial Engineering Ltd, replacement of steel ropes on bridge No 12, Welland

Ship Canal. *Sault Ste Marie Ont*: Michaud & Simard Inc, additional airport development. *Thorold Ont*: Bowman & Crippin Ltd, painting of lock gates, Welland Ship Canal. *Winnipeg Man*: Harris Construction Co Ltd, installation of water supply mains at airport. *Penticton B C*: Dalrymple Construction Ltd, construction of garage at airport.

## PRICES AND THE COST OF LIVING

### Consumer Price Index, January 1958

A rise of 0.2 per cent in the consumer price index (1949=100), from 123.1 to 123.4, between December 1957 and January 1958 brought the index back to the October 1957 high, following two declines totalling the same amount in November and December\*. Increases in both the food and other commodities and services indexes were responsible for most of the increase.

Foods rose from 118.8 to 119.4 as beef prices continued to show strength, with some cuts up 4 cents a pound. Imported citrus fruits and lamb were up substantially, while most fresh vegetables and veal showed lesser increases. Price declines were few; eggs registered a further decrease of 3 cents a dozen, and pork was down fractionally.

Higher prices for newspapers in twelve Canadian cities, combined with advances in hospital rates in Winnipeg, more than offset somewhat lower prices for new passenger cars and gasoline as other commodities and services rose from 128.4 to 129.1.

Mixed price trends in household operation items left the index slightly higher at 120.8 compared with 120.6 in December. Coal prices were higher but fuel oil and domestic gas declined; a number of furniture items moved to slightly lower levels with living room suites at higher prices; appliances, particularly refrigerators, registered price declines but household supplies and services were up.

The shelter index declined fractionally from 136.7 to 136.6 as rents were unchanged and the home-ownership component eased slightly.

The clothing index dropped more than a point, from 109.9 to 108.8, as annual January sales were reflected in lower prices for men's suits and coats, women's cloth and fur coats and girl's winter coats. Footwear prices edged up.

The index one year earlier (January 1957) was 120.3. Group indexes on that date

were: food, 117.1, shelter 133.6, clothing 107.6, household operation 119.0, and other commodities and services 123.1.

### City Consumer Price Indexes, December 1957

Consumer price indexes (1949=100) were lower in five of the ten regional cities between the beginning of November and December 1957, rising in Winnipeg, Edmonton-Calgary and Vancouver\*.

Changes in all ten cities were quite moderate, ranging from a decline of 0.3 per cent in Montreal to an increase of 0.3 per cent in Winnipeg. Food indexes were lower in all cities except St. John's and Winnipeg, while the other commodities and services indexes rose in all cities except St. John's. Household operation indexes were generally higher while the shelter and clothing indexes showed more varied movements. In foods, sharp price decreases were general for eggs with lower prices also reported for bacon, lettuce, bananas and citrus fruits. Beef prices were up in most cities with tomatoes and potatoes also at higher levels. The pricing of 1958 model cars for the first time in December, compared with November prices of 1957 models, resulted in considerably higher automobile indexes in most cities. Toilet soap prices rose in nine of the ten regional cities.

Regional consumer price index point changes between November and December were as follows: Montreal -0.4 to 123.4; Toronto -0.3 to 126.1; Ottawa -0.2 to 124.2; Halifax -0.1 to 121.1; Saskatoon-Regina -0.1 to 120.1; Winnipeg +0.4 to 121.6; Vancouver +0.3 to 123.9; Edmonton-Calgary +0.1 to 120.0. St. John's and Saint John remained unchanged at 109.8 and 123.4 respectively.

### Wholesale Prices, December 1957

Canada's general wholesale price index (1935-39=100) rose 0.8 per cent between November and December to 225.9 from 224.0, reversing the downward trend evident in the preceding four months. The index

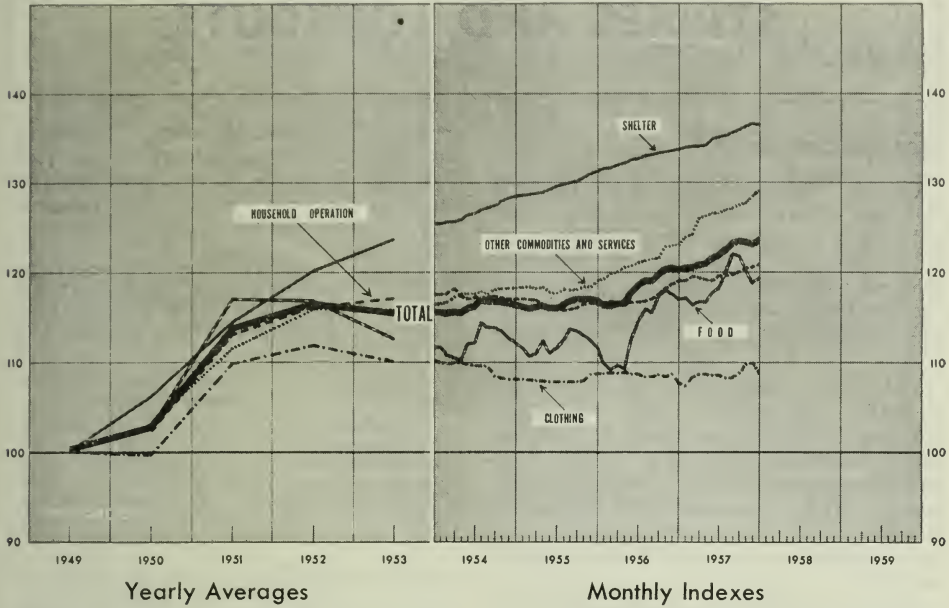
\*See Table F-1 back of book.

\*See Table F-2 at back of book.

# CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



is almost 1 per cent lower than it was a year earlier, whereas in the 12 months ending December 1956 it rose approximately 3 per cent.

Six of the eight component groups were higher in the month compared with the previous month, one was unchanged and one was slightly lower.

Animal products index registered the largest increase (2.3 per cent) as higher prices for livestock, beef hides, fresh and cured meats (with the exception of bacon) and butter in some centres counterbalanced lower prices for eggs, lard, tallow, calfskins and some leather items, moving the index to 235.8 from 230.5. Vegetable products index also rose, to 195.9 from 193.6. Wood products group index moved up to 299.6 from 297.3, non-metallic minerals index was up to 190.7 from 189.4, non-ferrous metals index rose to 169.3 from 168.4, and chemical products edged up to 182.9 from 182.5.

Textile products index was virtually unchanged at 234.0; iron and its products remained unchanged at 252.3.

The index of farm product prices at terminal markets rose 2.4 per cent from 205.6 to 210.6 in the four-week period December 27 to January 24. Strength was relatively greater in animal products as the index advanced 2.9 per cent from 255.6 to 263.0. Quotations were higher for most livestock items and eastern butterfat, while eggs and western fluid milk moved lower.

An increase of 1.6 per cent from 155.7 to 158.2 for field products reflected price increases for potatoes and hogs, eastern peas and wheat. Lower prices in the group were noted for rye and flax in the West and corn in the East.

Regional indexes were both higher; the eastern series moved up 2.9 per cent from 221.6 to 228.1, and that for the West 1.8 per cent from 189.6 to 193.1.

The residential building materials index (1935-39=100) changed from 288.6 to 288.5 between November and December. The non-residential index (1949=100) rose slightly from 130.0 to 130.4.

## U.S. Consumer Price Index, December 1957

The United States consumer price index (1947-49=100) was unchanged at 121.6 between mid-November and mid-December. Increases in food, rents, medical care and many other items were offset by lower prices for new automobiles and declines in some clothing prices. The index for mid-December 1956 was 118.0.

## U.K. Index of Retail Prices, November 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose six tenths of a point, from 107.1 to 107.7, between mid-October and mid-November 1957. It was the highest point reached since the revision of the index. One year earlier the index stood at 103.1.

# STRIKES AND LOCKOUTS

## December 1957\*

During December, there were 18 work stoppages in existence which caused, during the month, a total time loss of 152,935 man-days. While the number of stoppages dropped considerably from last month (18 compared with 38), the time loss increased substantially: by more than 30,000 man-days.

The time loss caused by the work stoppage affecting the pulp and paper industry in British Columbia (122,430 man-days) accounted for more than three quarters of the total time loss during the month. This stoppage, which began in mid-November, had caused up to the end of December a total time loss of 189,210 man-days.

Of the five work stoppages involving 100 or more workers in existence during December, one only started during the month; it caused a time loss of 300 man-days only and lasted for one day. Three of the four stoppages involving one hundred or more workers that had started prior to December were still in existence at the end of the month.

The highest rate for time lost was found this month in manufacturing (Table 1) and

\*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1957 and 1956. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also indicated.

in British Columbia (Table 2), because of the strike involving employees in the pulp and paper industry of that province. On the other hand, time loss in other industries and provinces was low.

TABLE 1—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY PROVINCES, DECEMBER 1957

Industries	No. of Strikes	No. of Workers	Time Loss
Manufacturing .....	10	6,130	126,240
Construction .....	2	24	190
Transportation .....	1	12	250
Mining .....	2	450	7,800
Trade .....	2	11	255
Fishing .....	1	700	18,200

TABLE 2—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY INDUSTRIES, DECEMBER 1957

Provinces	No. of Strikes	No. of Workers	Time Loss
Ontario .....	8	502	2,250
Quebec .....	3	73	1,635
British Columbia ...	4	6,293	141,025
Nova Scotia .....	2	309	7,725
Alberta .....	1	150	300

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during December 1957. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and also the industries in which they took place.

## 1957 Time Loss in U.K. Strikes Totals 8,400,000 Days

British workers lost more time through industrial disputes in 1957 than in any year since the general strike of 1926.

The United Kingdom Ministry of Labour announced last month that 8,400,000 working days were lost last year; in 1926 the number was 162,230,000.

Largest time loss resulted from the strike of 615,000 factory workers last March, which caused a time loss of about 4,000,000 working days. The shipbuilding strike the same month involved 165,000 workers and caused the loss of 2,150,000 working days.

The number of workers involved in stoppages last year was 1,359,000, about 851,000 more than the previous year. The 1956 stoppages totalled 2,648 and days lost 2,100,000.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the **LABOUR GAZETTE**.

List No. 114

## Alcoholism

1. TRICE, HARRISON M. *Alcoholism: Group Factors in Etiology and Therapy*. Ithaca, New York State School of Industrial and Labour Relations, Cornell University, 1957. Pp. 33-40.

A study of the problem drinker in industry.

2. TRICE, HARRISON M. *Identifying the Problem Drinker on the Job*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1957. Pp. 7.

The author lists the following means of identifying problem drinkers: absenteeism, unlikely excuses for absence, drinking behavior, rejection of associates, physical indications, work pace, personality traits.

## Annual Reports

3. IRELAND (EIRE). LABOUR COURT. *Ninth Annual Report for the year 1955 made to the Government in Pursuance of Section 23 of the Industrial Relations Act, 1946*. Dublin, 1956. Pp. 25.

4. MANITOBA. CIVIL SERVICE SUPERANNUATION BOARD. *Seventeenth Annual Report for the Fiscal Year ending March 31st, 1956*. Winnipeg, 1956. Pp. 17.

5. MINNESOTA. DIVISION OF VOCATIONAL REHABILITATION. *Annual Report, 1955-1956*. St. Paul, 1956. Pp. 25.

6. NEW YORK STATE JOINT INDUSTRIAL COUNCIL FOR THE FLOUR MILLING INDUSTRY. *Thirty-Seventh Annual Report, 1955-1956*. London, 1957. Pp. 62.

7. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Report for the Year ending March 31st, 1956*. Fredericton, 1956. Pp. 50.

8. NEWFOUNDLAND FEDERATION OF FISHERMEN. *Fourth Annual Report, November 1956*. St. John's, 1956? Pp. 84.

9. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year April 1, 1955 to March 31, 1956*. Halifax, Queen's Printer, 1956. Pp. 72.

10. SASKATCHEWAN. DEPARTMENT OF SOCIAL WELFARE AND REHABILITATION. *Annual Report for the Fiscal Year April 1, 1955 to March 31, 1956*. Regina, Queen's Printer, 1956. Pp. 100.

## Automation

11. HUGH-JONES, EDWARD MAURICE, ed. *Automation in Theory and Practice; a Course of Lectures Organized by E. M. Hugh-Jones; (delivered in the new Bodleian Library, Oxford, Michaelmas term, 1955)*, Oxford, B. Blackwell, 1956. Pp. 140.

Published in the U.S. with title: *The Push-Button World; Automation Today*.

12. LILLEY, SAMUEL. *Automation and Social Progress*. London, Lawrence & Wishart, 1957. Pp. 224.

Describes automation in Great Britain, the U.S. and Russia.

## Canada's Economic Prospects

The following three items were prepared as studies for the Royal Commission on Canada's Economic Prospects.

13. CANADA. DEPARTMENT OF FISHERIES. *The Commercial Fisheries of Canada*. Prepared by the Department of Fisheries of Canada and the Fisheries Research Board. Ottawa, Queen's Printer, 1957. Pp. 193.

Contents: Introduction; Historical Review. The Resources. The Products. Marketing and Prices. The Future Demand for Fishery Products. Prospects for Development.

14. DAVIS, JOHN. *The Canadian Chemical Industry*. Ottawa, 1957. Pp. 182.

"The purpose of this report is to provide factual information on the nature of the market for chemicals in Canada and to describe, in a general way, the changing structure and long-term outlook for the chemical industry in this country."

15. DRUMMOND, WILLIAM MALCOLM. *Progress and Prospects of Canadian Agriculture*, by W. M. Drummond and W. MacKenzie. Ottawa, Queen's Printer, 1957. Pp. 424.

Partial Contents: Recent Changes in the Structure of Canadian Agriculture. The Demand for Canadian Farm Products. Technology and Increased Output. Prospective Changes in the Structure of Canadian Agriculture, 1955-80. Farm Credit. Regional Studies. Trends in Marketing. Farm Incomes. Problems of Production and Income.

## Discrimination in Employment

16. BECKER, GARY STANLEY. *The Economics of Discrimination*. Chicago, University of Chicago Press, 1957. Pp. 137.

The author shows that discrimination reduces the income of majority and minority groups and analyzes the results of discrimination in various fields.

17. NEW YORK (STATE) STATE COMMISSION AGAINST DISCRIMINATION. *Report of Progress, 1955*. New York, 1956? Pp. 103.

### Economic Conditions

18. GREAT BRITAIN. COMMERCIAL RELATIONS AND EXPORTS DEPARTMENT. *New Zealand; Economic and Commercial Conditions in New Zealand*, by D. A. Bryan. February, 1956. London, H.M.S.O., 1956. Pp. 256.

19. KUTZNETS, SIMON SMITH, ed. *Population Redistribution and Economic Growth: United States, 1870-1950*. Prepared under the direction of Simon Kuznets and Dorothy Swaine Thomas. *Volume 1. Methodological Considerations and Reference Tables*, by Everett S. Lee (and others). Philadelphia, The American Philosophical Society, 1957. Pp. 759.

Shows the inter-relationship between population redistribution and economic growth.

### Employees' Benefit Plans

20. COMMERCE CLEARING HOUSE. *Pension and Profit-Sharing Plans and Clauses*. Chicago, 1957. Pp. 445.

This book consists of full texts and excerpts from pension and profit-sharing plans in the U.S.

21. DURHAM, WILLIAM. *Industrial Pension Schemes*. London, Industrial Welfare Society, 1956. Pp. 65.

An analysis of more than two hundred British pension schemes.

22. SLAVICK, FRED. *Distribution of Medical Care Costs and Benefits under Four Collectively Bargained Insurance Plans*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1956. Pp. 39.

"In this study an attempt has been made to analyze in some detail the degree of coverage of medical care expenses provided by four specific collectively bargained plans which operate in a diversified industrial community in upstate New York."

23. U.S. INTERNAL REVENUE SERVICE. *Regulations relating to Employee Pension, Annuity, Profit-Sharing, and Stock Bonus Plans*. Treasury Decision No. 6203. *Part 1 of Title 26 (1954), Code of Federal Regulations*. Washington, G.P.O., 1956. Pp. 64.

### Employment Management

24. POWELL, NORMAN JOHN. *Personnel Administration in Government*. Englewood Cliffs, N.J., Prentice-Hall, 1956. Pp. 548.

Partial Contents: Groundwork of Personnel Ideas and Processes in Government. Personnel Administration in the Context of Administrative Responsibility. Merit and Politics in the Personnel System. Ethical Conduct in Public Service. Recruiting. Selection: Procedures and Attributes. Employee Relations in Public Service: Significance and Basic Ideas. Position Classification. Pay

Rates and Plans. Career Service Development. Communications. Training as a Case Study in Communications. Public Administration as Science and Art.

25. SPRIEGEL, WILLIAM ROBERT. *Personnel Practices in Departmental Stores*, by William R. Spriegel and E. Lanham. Austin, Bureau of Business Research, University of Texas, 1956. Pp. 67.

Based on a survey of 98 stores conducted in 1954. Contents: The Survey Procedure. Organization of the Personnel Function. The Employment Procedure. Training. Wage and Salary Administration. Employee Benefits. Employee Representation.

### Industrial Relations

26. BELLA, SALVATORE J. *The National War Labor Board: a View against the Background of Grievance Disputes*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1957. Pp. 416-435.

The National War Labor Board was set up to minimize or eliminate labor disputes which threatened to hold up production of war materials. The Board brought 95% of 17,650 cases to a successful conclusion. The author examines some of the reasons for the Board's success.

27. CONFERENCE ON HUMAN RELATIONS IN INDUSTRY, ROME, 1956. *Human Relations in Industry; Rome Conference (January-February 1956)*. *Papers presented at the Conference*. Project No. 312. Paris, European Productivity Agency of the Organization for European Economic Co-operation, 1956. Pp. 247.

Contents: 1. Taking of Decisions and Communications. 2. Centralization and Decentralization. 3. Consultation with the Workers. 4. Role of the Employers' and Workers' Organizations. 5. Status and Functions of the Personnel Department. 6. Day-to-day Personnel Administration (Training and Information). 7. Day-to-day Personnel Administration (Penalties, Promotion, Remuneration). 8. Mechanization and Rationalization of Work. 9. Function and Training of Foremen and Supervisors.

28. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Codetermination in the German Steel Industry; a Report of Experience*, by W. Michael Blumenthal. Princeton, 1956. Pp. 116.

This report is based primarily on an intensive investigation in ten German steel companies during 1953 and 1954. Co-determination implies equal power for Labour and Management to determine all company decisions.

### Labour Organization

29. BULL, EDVARD. *The Norwegian Trade Union Movement*. Brussels, International Confederation of Free Trade Unions, 1956. Pp. 140.

Describes history of the Norwegian trade union movement and its activities.



30. CAREY, JAMES BARRON. *Labor's Decisive Decade*. Washington, Industrial Union Department, AFL-CIO., 1956. Pp. 15.

The author outlines his views about Labour's obligations at the present time. He concludes: "Our biggest job is to be the conscience of American life, but not to be bound down by lifeless blueprints or pet theories."

31. GOLDBERG, ARTHUR JOSEPH. *AFL-CIO: Labor United*. New York, McGraw-Hill, 1956. Pp. 319.

The author is general counsel of the United Steelworkers of America and is also general counsel of the Industrial Union Department, AFL-CIO. Prior to the merger of the AF of L and the CIO, he was general counsel of the CIO.

"...The book is a personal and unofficial discussion and analysis of the problems, past and future, in the bringing about, and in the functioning, of labor unity."

32. REDER, MELVIN WARREN. *Labor in a Growing Economy*. New York, Wiley, 1957. Pp. 534.

Partial Contents: The Labor Force and American Economic Development. The Growth of American Unionism. The Structure and Government of Unions. The Process of Collective Bargaining. Labor Unions and the Law. The Taft-Hartley (Labor-Management Relations) Act of 1947. Government and Strike Control. The Wage Earner and the Supply of Labor. The Labor Market and the Union. Wage Differentials: the Structure of Wages in the United States. Wage Setting within the Firm. Job Evaluation and Incentive Systems. The Government as Wage Setter.

33. TAFT, PHILIP. *The A.F. of L. in the time of Gompers*. 1st ed. New York, Harper, 1957. Pp. 508.

Samuel Gompers was president of the A.F. of L. from its formation in 1886 till his death in December 1924, except for the period from December 1894 to December 1895. This book presents a detailed study of the A.F. of L. during Mr. Gompers' term of office.

34. WILENSKY, HAROLD L. *Intellectuals in Labor Unions; Organizational Pressures on Professional Roles*. Glencoe, Ill., Free Press, 1956. Pp. 336.

"This is a study of the relation of the 'man of knowledge' to the 'man of power' in the national headquarters of the American trade union—an appraisal of the functions, influence and role orientations of organized Labor's hired brain." The "intellectuals" referred to in the title have a variety of titles: legal counsel, research and education director, statistician, editor, publicity director, engineer, pension and insurance expert, community relations man, and legislative representative.

### Labour Supply

35. INMAN, P. *Labor in the Munitions Industries*. London, H.M.S.O. and Longmans Green, 1957. Pp. 461.

This volume is in the series, History of the Second World War; United Kingdom Civil Series: War Production Series.

Partial Contents: The Shortage of Skilled Engineers, 1936-May 1940. Dilution and the Redistribution of Skilled Engineering Labour, 1940-45. Shipbuilding Labour, I: The Reserves of Skilled Labour and Labour Transfers. II: Dilution and the Supply of Unskilled Labour. Unskilled Labour for Heavy Work. Unskilled and Women Workers. Personnel Management and Absence from Work. Hours of Work. Wages. Morale and Industrial Relations.

36. PARKER, H. M. D. *Manpower; a Study of Wartime Policy and Administration*. London, H.M.S.O. and Longmans Green, 1957. Pp. 535.

This volume is in the series, History of the Second World War; United Kingdom Civil Series.

Describes the mobilization of the civilian population in Great Britain in World War II and the ways in which people were allocated between the Armed Forces, Civil Defence and industry. Accounts how policy was evolved and developed.

### Productivity

37. KENDRICK, JOHN W. *Productivity Trends: Capital and Labor*. New York, National Bureau of Economic Research, 1956. Pp. 23.

"This paper is a summary account of productivity trends since the turn of the century in the American economy, by major segments and industries."

38. RAUSHENBUSH, HILMAR STEPHEN. *Productivity and Employment, 1955-1956*. Washington, Public Affairs Institute, 1956. Pp. 63.

Partial Contents: Past and Future Labor Supply. Productivity and Employment. Growth in the Service Occupations. Recent Growth in Manufacturing. Labor Displacement and Labor Costs. Construction, Railroads and Extractive Industries. Rearrangement of Working Time.

### Unemployment

39. GORDON, MARGARET S. *Unemployment Insurance*, by Margaret S. Gordon and Ralph W. Amerson. Berkeley, Institute of Industrial Relations, University of California, 1957. Pp. 87.

Partial Contents: The Federal-State System of Unemployment Insurance. Coverage. Eligibility for Benefits. Availability for Work. Benefits and their Duration. Unemployment Insurance Financing. Supplemental Unemployment Benefits. Unresolved Issues.

40. UNIVERSITIES-NATIONAL BUREAU COMMITTEE FOR ECONOMIC RESEARCH. *The Measurement and Behavior of Unemployment; a Conference of the Universities-National Bureau Committee for Economic Research*. Princeton, Princeton University Press, 1957. Pp. 605.

Partial Contents: The Meaning and Measurement of Full Employment, by Albert Rees. Current Unemployment Statistics of the Census Bureau and Some Alternatives, by Gertrude Bancroft. The Meaning and

Measurement of Partial and Disguised Unemployment, by Louis J. Ducoff and Margaret J. Hagood. The Secondary Labor Force and the Measurement of Unemployment, by Richard C. Wilcock. Annual Estimates of Unemployment in the United States, 1900-1950, by Stanley Lebergott. Differential Unemployment and Characteristics of the Unemployed in the United States, 1940-1954, by Philip M. Hauser. Unemployment by Industry—Some Comments on its Measurement and Behavior, by David L. Kaplan. Labor Force Materials for the Study of Unemployment in the Soviet Union, by Warren N. Eason. International Comparison of Unemployment Rates, by Walter Galenson, and Arnold Zellner.

## Women

41. BRUSSELS. UNIVERSITÉ LIBRE. INSTITUT DE SOCIOLOGIE SOLVAY. SEMAINE SOCIALE UNIVERSITAIRE. 25TH, 1955. *La condition sociale de la femme. XXVe Semaine sociale universitaire du 17 au 22 octobre 1955.* Bruxelles, 1956. Pp. 351.

Partial Contents: La femme au travail, la femme au foyer. Femmes sans profession. La femme dans la législation sociale. Le comportement politique des femmes dans les pays de l'Europe occidentale. La femme dans les organisations sociales et syndicales chrétiennes. Les associations féminines. La femme à l'usine. Le travail féminin dans les grandes entreprises.

42. U.S. WOMEN'S BUREAU. *The Legal Status of Women in the United States of America; United States Summary as of January 1, 1953.* Rev. ed. Washington, G.P.O., 1956. Pp. 103.

This report gives a picture of women's rights under Federal and State law in the U.S.

## Miscellaneous

43. AMERICAN MANAGEMENT ASSOCIATION. *Control of Non-Manufacturing Costs.* New York, 1957. Pp. 142.

Outlines the means used by some companies to keep expenses down.

44. CANADA. DEPARTMENT OF LABOUR. *A Modern Concept of Apprenticeship; the Story of Apprenticeship in Alberta.* Prepared by the Information Branch for the Vocational Training Branch. Ottawa, Queen's Printer, 1957. Pp. 31.

Partial Contents: Alberta Apprenticeship Program. Trades designated under the Act. Motor Vehicle Repair Trades.

45. CANADIAN CONFERENCE ON SOCIAL WORK. *Fifteenth Biennial Meeting, Edmonton, June 18-22, 1956.* Ottawa, 1956. Pp. 164.

46. COLE, GEORGE DOUGLAS HOWARD. *The Second International, 1889-1914.* London, Macmillan, 1956. 2 Volumes (Pp. 1043).

Besides telling the story of the Second International this book describes the rise of socialist movements in various countries.

47. HAYLE, PETER, pseud. *Industry and Press Relations; a Guide to the Handling of Editorial Publicity in National and Local Newspapers, for Industrial Management, Employers' Federations, Trade Unions and Technical Organizations.* London, Staples Press, 1957. Pp. 142.

The author, who is a leading industrial journalist in Great Britain, explains how to handle publicity, how to establish and maintain satisfactory relations with the newspapers, and how to improve these relations.

48. HEWES, AMY. *Early Experiments in Workers' Education.* New York, American Labor Education Service, 1956. Pp. 10.

49. INTERNATIONAL LABOUR OFFICE. *First International Report on the Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying, 1952-1954.* Geneva, 1957. Pp. 374.

This report is based mainly on reports of 17 governments which replied to a questionnaire submitted by the ILO, plus some information derived from other sources.

50. INTERNATIONAL LABOUR OFFICE. *Memorandum on the 40th Session of the International Labour Conference (Geneva, 1957).* Geneva, 1956. Pp. 11.

51. MINER, JOHN B. *Intelligence in the United States; a Survey—with Conclusions for Manpower Utilization in Education and Employment.* New York, Springer Publishing Co., 1957 (1956). Pp. 180.

This book reports the results of a survey conducted during August and September 1953 among 1,500 people by Public Opinion Surveys, Inc. (the Gallup Poll) of Princeton, New Jersey. Each interviewer administered the Tompkins-Horn Picture Arrangement Test, a vocabulary test and a number of background questions. The author studies the significance of the intelligence score of the 1,500 people in relation to education, sex, marital status, age, race, occupation, geographical area, class identification and city size.

52. ORGANIZATION FOR EUROPEAN ECONOMIC COOPERATION. *Les problèmes de la construction d'hiver; techniques observées en Suède et au Danemark.* Rapport de la Mission d'assistance technique no. 70. Paris, 1953. Pp. 118.

It has been shown in Sweden and Denmark that it is possible to carry on winter construction without excessive costs.

53. SHARTLE, CARROLL LEONARD. *Executive Performance and Leadership.* Englewood Cliffs, N.J., Prentice-Hall, 1956. Pp. 302.

Partial Contents: The Problem of Executive Leadership. Executive Duties and Patterns. Leadership Performance. Executive Effectiveness. Administrative Motivations. Organizational Therapy. Selecting Experienced Executives. Executive Development. The Experimental Executive.

# LABOUR STATISTICS

	PAGE
Tables A-1 to A-4—Labour Force.....	209
Table B-1—Labour Income.....	211
Tables C-1 to C-6—Employment, Hours and Earnings.....	212
Tables D-1 to D-5—Employment Service Statistics.....	218
Tables E-1 to E-4—Unemployment Insurance.....	224
Tables F-1 and F-2—Prices.....	226
Tables G-1 and G-2—Strikes and Lockouts.....	227

## A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 16, 1957

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,990	114	451	1,690	2,204	1,032	499
Agricultural.....	707	*	65	149	180	292	19
Non-Agricultural.....	5,283	112	386	1,541	2,024	740	480
Males.....	4,513	93	345	1,292	1,612	797	374
Agricultural.....	668	*	62	147	168	272	17
Non-Agricultural.....	3,845	91	283	1,145	1,444	525	357
Females.....	1,477	21	106	398	592	235	125
Agricultural.....	39	*	6	*	12	20	*
Non-Agricultural.....	1,438	21	103	396	580	215	123
All Ages.....	5,990	114	451	1,690	2,204	1,032	499
14—19 years.....	568	17	42	197	183	94	35
20—24 years.....	748	17	58	242	252	129	50
25—44 years.....	2,768	51	200	776	1,025	477	239
45—64 years.....	1,665	26	129	422	644	290	154
65 years and over.....	241	*	22	53	100	42	21
<i>Persons with Jobs</i>							
All status groups.....	5,698	103	417	1,588	2,124	999	467
Males.....	4,259	83	313	1,201	1,547	769	346
Females.....	1,439	20	104	387	577	230	121
Agricultural.....	693	*	61	145	178	289	18
Non-Agricultural.....	5,005	101	356	1,443	1,946	710	449
Paid Workers.....	4,544	87	327	1,301	1,788	643	398
Males.....	3,246	70	237	948	1,258	444	289
Females.....	1,298	17	90	353	530	199	109
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	292	11	34	102	80	33	32
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,143	153	452	1,468	1,663	916	491
Males.....	1,021	45	100	263	300	199	114
Females.....	4,122	108	352	1,205	1,363	717	377

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimate in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended November 16, 1957		Week Ended October 19, 1957		Week Ended November 17, 1956	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	317	301	228	215	144	135
Without Jobs.....	292	279	208	197	135	127
Under 1 month.....	127	—	87	—	72	—
1—3 months.....	113	—	82	—	46	—
4—6 months.....	31	—	24	—	*	—
7—12 months.....	13	—	10	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	25	22	20	18	*	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	19	17	14	13	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males <sup>(2)</sup>
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1956 First Nine Months.....	2,299	21,214	61,205	12,861	12,430	110,009	61,381
1957 First Nine Months.....	4,425	47,005	126,737	32,680	33,419	244,266	138,221

(1) Total includes 3,883 whose destination is not specified.

(2) Note that this column has been corrected. In previous issues this column was headed "Adult Males", but the figures for 1955 and 1956 totals were males of all ages.

**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1956 First Nine Months.....	7,373	6,743	1,551	2,642	8,975	6,011	1,037	20,246	8,150	298	63,026
1957 First Nine Months.....	14,882	14,831	4,920	5,850	14,034	9,897	2,375	50,055	18,253	578	135,675

## B—Labour Income

### TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97R	401	116	345R	330R	46	1,335R
November.....	89P	397P	105P	345P	332P	45P	1,313P

R—revised; P—preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At November 1, employers in the principal non-agricultural industries reported a total employment of 2,838,446.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1.....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1.....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1.....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.3	201.4	160.2	68.81	116.2	188.4	161.1	70.84

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1957	Oct. 1 1957	Nov. 1 1956	Nov. 1 1957	Oct. 1 1957	Nov. 1 1956
<b>(a) Provinces</b>						
Newfoundland.....	138.7	142.2	151.2	61.30	62.12	59.88
Prince Edward Island.....	124.9	127.4	126.6	49.09	52.24	48.48
Nova Scotia.....	100.8	102.0	105.7	56.79	57.27	52.84
New Brunswick.....	103.6	106.1	112.8	58.37	57.99	56.86
Quebec.....	126.0	126.9	126.5	65.86	65.76	63.80
Ontario.....	125.6	126.3	126.0	71.82	71.47	68.63
Manitoba.....	113.9	115.4	112.2	64.71	65.14	62.10
Saskatchewan.....	132.5	134.7	128.7	66.00	66.31	63.56
Alberta (including Northwest Territories).....	154.7	160.6	155.6	69.78	70.48	69.86
British Columbia (including Yukon).....	126.2	132.1	127.6	74.65	75.62	72.02
<b>Canada.....</b>	<b>125.3</b>	<b>126.9</b>	<b>126.2</b>	<b>68.81</b>	<b>68.84</b>	<b>66.24</b>
<b>(b) Metropolitan Areas</b>						
St. John's.....	131.3	132.5	132.1	49.53	50.54	48.43
Sydney.....	93.1	95.6	92.2	73.52	71.93	62.87
Halifax.....	117.3	116.3	119.5	54.13	56.01	51.45
Saint John.....	95.7	92.9	96.6	52.04	52.88	50.70
Quebec.....	113.7	115.8	115.9	57.40	58.16	55.31
Sherbrooke.....	106.6	105.9	112.8	55.77	56.00	56.13
Three Rivers.....	118.5	121.6	125.4	63.28	64.05	61.59
Drummondville.....	76.2	75.7	74.8	57.82	58.58	56.86
Montreal.....	127.1	127.8	125.1	66.81	66.68	64.62
Ottawa—Hull.....	122.8	122.2	123.5	62.10	62.71	59.71
Peterborough.....	103.9	104.5	110.8	75.48	74.54	72.40
Oshawa.....	172.3	130.4	174.5	86.09	77.53	79.62
Niagara Falls.....	123.3	140.3	135.4	76.85	72.62	73.26
St. Catharines.....	121.6	125.4	131.4	78.42	77.96	76.84
Toronto.....	133.3	133.4	132.0	71.51	71.51	69.38
Hamilton.....	115.0	115.4	116.6	75.56	75.00	72.31
Brantford.....	87.3	85.5	83.9	64.28	64.11	62.29
Galt.....	114.6	114.6	111.7	60.89	60.73	60.68
Kitchener.....	118.6	118.0	119.3	64.33	64.94	63.17
Sudbury.....	145.6	144.6	144.9	85.11	84.65	79.31
London.....	122.0	121.9	122.0	64.26	65.00	62.40
Sarnia.....	139.2	143.4	139.8	86.06	90.11	80.75
Windsor.....	91.3	87.2	105.9	76.28	75.03	69.58
Sault Ste. Marie.....	138.0	140.5	134.7	85.65	87.18	86.82
Ft. William—Pt. Arthur.....	125.3	126.0	115.6	71.91	72.10	68.41
Winnipeg.....	110.5	111.0	110.1	61.33	61.69	58.91
Regina.....	129.5	129.1	123.9	63.06	64.05	59.74
Saskatoon.....	137.1	136.2	126.9	60.80	61.40	57.69
Edmonton.....	187.2	188.7	186.8	66.14	67.37	66.60
Calgary.....	159.8	164.3	160.5	65.64	66.52	63.23
Vancouver.....	121.0	125.1	122.4	72.09	72.86	69.22
Victoria.....	123.7	127.2	123.4	66.34	66.82	61.90

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1957	Oct. 1 1957	Nov. 1 1956	Nov. 1 1957	Oct. 1 1957	Nov. 1 1956
<b>Mining</b> .....	<b>129.0</b>	<b>130.0</b>	<b>126.9</b>	<b>85.75</b>	<b>85.39</b>	<b>79.53</b>
Metal mining.....	139.1	139.1	131.7	88.87	88.21	82.04
Gold.....	76.9	77.5	75.2	73.09	71.68	71.23
Other metal.....	197.1	196.7	184.0	94.40	94.28	86.13
Fuels.....	110.0	111.0	113.0	84.69	84.15	78.08
Coal.....	60.8	60.8	67.2	70.28	68.29	62.17
Oil and natural gas.....	269.6	294.0	281.7	95.73	96.10	92.05
Non-metal.....	140.4	146.1	147.8	74.20	76.09	72.71
<b>Manufacturing</b> .....	<b>116.2</b>	<b>118.1</b>	<b>118.6</b>	<b>70.84</b>	<b>70.29</b>	<b>68.53</b>
Food and beverages.....	116.8	127.9	117.5	61.54	60.08	58.68
Meat products.....	128.7	128.2	126.6	72.69	71.26	69.85
Canned and preserved fruits and vegetables.....	123.6	225.4	137.9	48.97	47.91	44.70
Grain mill products.....	106.2	105.5	102.0	68.36	68.44	65.41
Bread and other bakery products.....	110.4	110.4	110.2	60.62	61.32	57.68
Biscuits and crackers.....	99.8	102.5	100.3	53.39	53.26	50.14
Distilled and malt liquors.....	115.7	111.4	119.6	78.76	79.59	74.67
Tobacco and tobacco products.....	85.7	88.0	81.6	66.47	66.61	64.43
Rubber products.....	109.9	109.6	118.5	71.96	72.06	71.45
Leather products.....	87.1	89.2	88.0	47.64	48.32	46.73
Boots and shoes (except rubber).....	89.8	93.0	89.5	44.37	45.67	44.21
Textile products (except clothing).....	81.3	83.3	87.2	57.40	56.82	55.11
Cotton yarn and broad woven goods.....	77.4	82.5	89.9	53.34	52.97	53.25
Woollen goods.....	66.6	69.3	74.6	53.03	53.33	52.39
Synthetic textiles and silk.....	84.2	84.0	82.5	64.42	63.57	62.05
Clothing (textile and fur).....	94.8	96.3	94.8	44.61	43.61	45.19
Men's clothing.....	99.1	101.1	102.2	43.78	42.36	44.09
Women's clothing.....	95.3	98.0	94.7	45.07	43.55	45.98
Knit goods.....	82.0	82.1	80.2	44.77	44.94	45.09
Wood products.....	106.3	110.1	113.2	60.95	62.24	59.82
Saw and planing mills.....	105.1	110.9	114.8	62.42	64.00	61.38
Furniture.....	116.3	115.5	116.5	60.06	60.90	58.76
Other wood products.....	92.6	96.0	100.3	55.26	55.77	54.00
Paper products.....	125.4	127.6	126.4	82.37	83.56	80.93
Pulp and paper mills.....	125.4	128.6	128.7	88.34	89.79	87.01
Other paper products.....	125.2	125.1	125.7	67.51	67.62	65.09
Printing, publishing and allied industries.....	121.4	120.6	117.5	75.41	75.60	73.41
Iron and steel products.....	111.2	112.4	114.3	79.84	79.74	77.79
Agricultural implements.....	53.8	50.4	45.0	77.83	77.48	74.02
Fabricated and structural steel.....	178.9	183.2	165.6	80.95	81.86	77.70
Hardware and tools.....	96.3	96.4	105.3	72.39	72.81	70.78
Heating and cooking appliances.....	103.8	103.7	109.4	69.66	70.40	67.56
Iron castings.....	104.8	103.7	108.9	76.28	77.09	74.17
Machinery mfg.....	121.9	123.8	128.3	75.98	76.08	76.07
Primary iron and steel.....	119.4	122.7	126.1	93.53	91.61	88.98
Sheet metal products.....	108.6	111.8	116.5	76.26	76.67	74.20
Transportation equipment.....	138.7	131.4	143.3	79.48	78.42	76.48
Aircraft and parts.....	397.3	400.0	356.4	82.76	82.41	82.31
Motor vehicles.....	118.8	92.2	136.5	90.11	82.68	79.57
Motor vehicle parts and accessories.....	106.8	102.8	123.2	76.67	76.35	76.58
Railroad and rolling stock equipment.....	88.5	87.6	94.1	71.54	72.89	68.98
Shipbuilding and repairing.....	151.3	150.9	149.3	72.76	76.39	74.01
Non-ferrous metal products.....	133.9	136.1	136.1	82.19	80.23	77.05
Aluminum products.....	137.5	139.8	142.9	77.63	77.14	72.83
Brass and copper products.....	106.7	109.2	110.3	76.57	76.24	71.76
Smelting and refining.....	163.1	165.6	162.0	89.07	86.10	83.33
Electrical apparatus and supplies.....	149.7	151.7	159.5	75.96	76.02	74.50
Non-metallic mineral products.....	136.4	138.3	137.7	74.51	74.53	71.24
Clay products.....	107.4	108.7	116.2	69.63	69.70	66.34
Glass and glass products.....	134.2	129.8	134.6	71.20	69.79	67.63
Products of petroleum and coal.....	137.5	141.6	135.4	103.19	102.70	93.72
Chemical products.....	136.1	136.4	129.0	80.91	80.52	75.40
Medical and pharmaceutical preparations.....	120.0	118.6	117.6	71.48	71.29	68.37
Acids, alkalis and salts.....	151.9	153.1	136.3	91.89	91.33	85.55
Miscellaneous manufacturing industries.....	116.3	116.5	114.9	60.86	60.73	58.14
<b>Construction</b> .....	<b>148.5</b>	<b>153.5</b>	<b>151.5</b>	<b>74.24</b>	<b>76.87</b>	<b>72.12</b>
Building and general engineering.....	155.9	160.6	162.3	81.07	83.87	78.14
Building.....	155.6	161.0	168.7	78.76	81.52	77.44
Engineering work.....	156.8	158.8	134.2	90.60	93.78	81.95
Highways, bridges and streets.....	136.8	142.2	134.1	61.80	64.26	60.44
<b>Service</b> .....	<b>132.1</b>	<b>136.3</b>	<b>127.8</b>	<b>46.63</b>	<b>46.15</b>	<b>43.82</b>
Hotels and restaurants.....	123.9	130.7	122.5	38.33	37.88	36.85
Laundries and dry cleaning plants.....	115.6	115.8	112.8	42.53	42.58	39.75
Other service.....	179.4	181.0	165.5	67.94	67.72	64.21
<b>Industrial composite</b> .....	<b>125.3</b>	<b>126.9</b>	<b>126.2</b>	<b>68.81</b>	<b>68.84</b>	<b>66.24</b>



Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1957	Oct. 1, 1957	Nov. 1, 1956	Nov. 1, 1957	Oct. 1, 1957	Nov. 1, 1956
Newfoundland.....	38.8	42.2	41.2	159.0	154.7	148.5
Nova Scotia.....	40.2	41.6	40.9	143.7	145.4	132.8
New Brunswick.....	40.7	41.3	42.5	146.3	142.7	138.4
Quebec.....	41.2	41.4	43.0	146.4	145.8	139.5
Ontario.....	40.3	40.6	41.2	171.8	167.6	162.9
Manitoba.....	39.9	40.1	41.1	152.7	150.7	146.2
Saskatchewan.....	40.1	39.4	40.1	169.4	169.3	157.3
Alberta (1).....	39.8	39.6	41.1	170.0	167.9	158.0
British Columbia (2).....	37.4	38.2	38.7	194.9	191.9	184.2

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* Dominion Bureau of Statistics.

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics  
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov.1 1957	Oct. 1 1957	Nov.1 1956	Nov.1 1957	Oct. 1 1957	Nov.1 1956	Nov.1 1957	Oct. 1 1957	Nov.1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.8	43.0	42.5	189.9	189.5	177.3	81.28	81.49	75.35
Metal mining.....	43.4	43.3	42.6	197.2	196.9	185.3	85.58	85.26	78.94
Gold.....	43.5	42.6	43.1	157.6	157.7	155.8	68.56	67.18	67.15
Other metal.....	43.3	43.6	42.4	212.6	211.8	197.2	92.06	93.34	83.61
Fuels.....	41.2	41.3	41.6	181.4	182.0	167.7	74.74	75.17	69.76
Coal.....	40.9	40.5	40.5	165.8	164.8	149.9	67.81	66.74	60.71
Oil and natural gas.....	41.8	42.8	43.7	208.7	210.4	198.9	87.24	90.05	86.92
Non-metal.....	42.5	44.0	43.7	169.6	169.2	161.0	72.08	74.45	70.36
Manufacturing.....	40.3	40.7	41.6	162.7	160.5	154.7	65.57	65.32	64.36
Food and beverages.....	40.3	41.0	41.3	139.4	133.7	130.6	56.18	54.82	53.94
Meat products.....	40.5	40.1	41.0	169.8	168.2	163.3	68.77	67.45	66.95
Canned and preserved fruits and vegetables.....	37.9	42.6	38.8	110.3	103.5	101.2	41.80	44.09	39.27
Grain mill products.....	42.2	42.5	43.3	153.0	152.8	143.1	64.57	64.94	61.96
Bread and other bakery products.....	42.7	42.8	42.8	127.6	128.8	121.7	54.49	55.13	52.09
Distilled and malt liquors.....	39.3	40.2	41.2	183.6	183.1	167.4	72.15	73.61	68.97
Tobacco and tobacco products.....	39.0	39.2	40.1	156.3	155.2	148.7	60.96	60.84	59.63
Rubber products.....	40.8	40.7	42.4	167.0	166.8	161.6	68.14	67.89	68.52
Leather products.....	38.3	39.6	40.3	112.6	111.8	106.8	43.13	44.27	43.04
Boots and shoes (except rubber).....	37.0	39.0	39.5	108.5	107.6	103.4	40.15	41.96	40.84
Textile products (except clothing).....	41.8	41.8	42.9	123.4	122.7	117.7	51.58	51.29	50.49
Cotton yarn and broad woven goods.....	39.9	39.7	41.3	121.7	122.0	120.1	48.56	48.43	49.60
Woolen goods.....	41.6	42.1	43.6	116.1	114.9	109.4	48.30	48.37	47.70
Synthetic textiles and silk.....	44.0	44.3	45.3	132.8	130.5	125.2	58.43	57.72	56.72
Clothing (textile and fur).....	37.6	36.8	39.7	105.7	105.2	103.2	39.74	38.71	40.97
Men's clothing.....	36.9	35.7	39.2	107.7	106.0	103.0	39.74	37.84	40.38
Women's clothing.....	35.3	36.3	37.5	110.5	111.6	110.2	39.01	37.50	41.33
Knit goods.....	39.8	40.4	41.7	101.4	101.2	99.3	40.36	40.88	41.41
*Wood products.....	40.7	41.7	42.3	143.0	143.2	136.1	58.20	59.71	57.57
Saw and planing mills.....	39.6	40.7	41.2	153.0	153.0	145.0	60.59	62.27	59.74
Furniture.....	42.9	43.8	44.8	130.7	130.6	125.0	56.07	57.20	56.00
Other wood products.....	41.2	42.4	43.2	124.2	123.4	116.9	51.17	52.32	50.50
Paper products.....	40.8	41.6	42.3	188.8	189.2	181.1	77.03	78.71	76.61
Pulp and paper mills.....	40.5	41.6	42.3	204.2	204.1	194.8	82.70	84.91	82.40
Other paper products.....	41.5	41.8	42.3	146.8	146.6	140.1	60.92	61.28	59.26
Printing, publishing and allied industries.....	39.8	40.2	40.6	190.0	190.1	182.5	75.62	76.42	74.10
*Iron and steel products.....	40.8	41.1	42.5	186.7	185.6	177.1	76.17	76.28	75.27
Agricultural implements.....	39.2	39.6	40.9	181.5	177.3	166.8	71.15	70.21	68.22
Fabricated and structural steel.....	41.4	42.1	40.7	182.7	183.4	176.3	75.64	77.21	71.75
Hardware and tools.....	40.6	41.1	42.4	165.7	165.7	158.3	67.27	67.43	65.35
Heating and cooking appliances.....	41.3	42.3	43.8	159.5	159.4	149.2	65.87	67.43	65.35
Iron castings.....	40.4	41.1	42.5	179.6	179.7	169.9	72.56	73.86	72.21
Machinery manufacturing.....	41.5	41.8	44.2	173.9	173.7	167.3	72.17	73.44	73.95
Primary iron and steel.....	40.8	40.4	42.1	221.7	218.9	206.3	90.45	88.44	86.85
Sheet metal products.....	40.3	40.9	41.6	178.5	178.3	168.4	71.94	72.92	70.05
*Transportation equipment.....	39.8	40.0	40.6	188.0	182.9	178.5	74.82	73.16	72.47
Aircraft and parts.....	40.4	41.2	42.6	188.4	183.4	181.9	76.11	75.56	77.49
Motor vehicles.....	40.4	35.5	37.8	209.2	201.6	193.0	84.52	71.57	72.95
Motor vehicle parts and accessories.....	39.0	38.9	40.7	184.4	183.1	180.0	71.92	71.23	73.26
Railroad and rolling stock equipment.....	39.2	40.1	39.7	178.7	178.5	170.9	70.05	71.58	67.85
Shipbuilding and repairing.....	39.2	42.3	43.1	182.2	178.8	171.2	71.42	75.63	73.79
*Non-ferrous metal products.....	40.9	40.6	41.3	189.7	176.4	175.4	77.59	75.68	72.44
Aluminum products.....	41.9	41.9	41.5	159.0	159.0	149.5	66.62	66.62	62.04
Brass and copper products.....	41.2	41.7	41.7	175.6	173.2	161.6	72.35	72.22	67.39
Smelting and refining.....	40.6	40.0	41.1	108.4	204.1	192.1	84.61	81.64	78.95
*Electrical apparatus and supplies.....	40.3	40.8	41.7	166.9	166.8	161.9	67.26	68.05	67.51
Heavy electrical machinery and equipment.....	40.4	40.7	42.0	188.4	187.2	180.2	76.11	76.19	75.68
Radios and radio parts.....	38.9	40.5	40.5	146.2	145.6	137.5	56.87	58.97	55.69
Batteries.....	41.7	42.3	41.6	166.1	164.1	158.1	69.26	69.41	65.77
Refrigerators, vacuum cleaners and appliances.....	39.5	40.4	40.3	171.4	172.1	170.5	67.70	69.53	68.71
Miscellaneous electrical products.....	41.0	40.5	42.6	154.0	154.6	152.6	63.14	62.61	65.01
Wire and cable.....	42.3	42.9	42.5	182.5	185.1	176.7	77.20	79.41	75.10
*Non-metallic mineral products.....	43.2	43.7	44.0	163.2	162.0	154.8	70.50	70.79	68.11
Clay products.....	42.7	43.0	43.8	152.1	151.6	144.6	64.95	65.19	63.33
Glass and glass products.....	42.0	41.9	42.5	160.5	152.2	153.1	67.41	65.87	65.07
Products of petroleum and coal.....	41.4	41.5	39.6	227.2	225.1	208.9	94.06	93.42	82.72
Chemical products.....	40.8	40.9	41.2	176.6	175.8	162.4	72.05	71.90	66.91
Medicinal and pharmaceutical preparations.....	41.3	40.9	41.4	135.8	135.9	131.1	56.09	55.58	54.28
Acids, alkalis and salts.....	41.4	41.4	41.5	204.5	204.6	189.1	84.66	84.70	78.48
Miscellaneous manufacturing industries.....	40.9	41.3	42.3	131.3	130.5	122.9	53.70	53.90	51.99
*Durable goods.....	40.6	41.0	41.8	176.6	174.1	167.2	71.70	71.38	69.89
Non-durable goods.....	40.0	40.3	41.3	148.1	146.8	140.9	59.24	59.16	58.13
Construction.....	41.5	43.5	43.2	177.1	176.5	167.4	73.50	76.78	72.32
Buildings and structures.....	41.6	43.3	43.0	191.9	191.7	180.2	79.83	83.01	77.49
Highways, bridges and streets.....	41.2	43.8	43.7	144.9	144.5	137.1	59.70	63.29	59.91
Electric and motor transportation.....	44.1	44.5	44.4	160.5	159.5	154.6	70.78	70.98	68.64
Service.....	39.5	39.6	40.1	96.3	94.8	91.4	38.04	37.54	36.65
Hotels and restaurants.....	39.5	39.6	40.2	95.9	93.9	91.4	37.88	37.18	36.74
Laundries and dry cleaning plants.....	39.8	40.1	40.6	92.2	91.5	86.7	36.70	36.69	35.20

\* Durable manufactured goods industries.

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957 (*).....	40.6	159.5	64.76	155.3	123.3	126.0

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(\*) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period		Unfiled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
January	1, 1952	21,192	8,218	29,410	216,839	73,400	290,239
January	1, 1953	12,051	12,143	24,194	254,660	60,901	315,561
January	1, 1954	8,298	9,121	17,419	354,965	84,306	439,271
January	1, 1955	8,420	7,776	16,196	371,959	93,805	465,764
January	1, 1956	17,986	12,111	30,097	312,066	84,815	396,881
January	1, 1957	19,784	13,440	33,224	343,956	92,207	436,163
February	1, 1957	18,117	12,376	30,493	447,210	112,994	560,204
March	1, 1957	14,218	12,694	26,912	474,661	113,489	588,150
April	1, 1957	19,523	14,760	34,283	479,539	111,129	590,668
May	1, 1957	28,999	18,200	47,199	378,062	96,250	474,312
June	1, 1957	28,041	19,163	47,204	226,022	80,973	306,995
July	1, 1957	21,843	17,643	39,486	180,521	85,981	266,502
August	1, 1957	20,837	14,060	34,897	171,765	84,581	256,346
September	1, 1957	14,379	16,047	30,426	171,981	76,446	248,427
October	1, 1957	12,792	13,660	26,452	186,599	80,267	266,866
November	1, 1957	9,751	11,046	20,797	218,449	86,581	305,030
December	1, 1957 (1)	13,327	11,209	24,536	327,335	107,201	434,536
January	1, 1958 (1)	7,450	7,270	14,720	607,217	147,423	754,640

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
NOVEMBER 29, 1957<sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Oct. 31, 1957	Nov. 30, 1956
<b>Agriculture, Fishing, Trapping</b> .....	<b>177</b>	<b>98</b>	<b>275</b>	- 182	- 313
<b>Forestry</b> .....	<b>233</b>	<b>3</b>	<b>236</b>	- 348	- 8,342
<b>Mining, Quarrying and Oil Wells</b> .....	<b>536</b>	<b>48</b>	<b>584</b>	- 80	- 568
Metal Mining.....	228	13	241	- 6	- 393
Fuels.....	260	21	281	- 63	- 126
Non-Metal Mining.....	10	2	12	- 21	- 18
Quarrying, Clay and Sand Pits.....	5	1	6	- 1	- 16
Prospecting.....	33	11	44	+ 11	- 15
<b>Manufacturing</b> .....	<b>1,889</b>	<b>1,073</b>	<b>2,962</b>	- <b>1,006</b>	- <b>4,367</b>
Foods and Beverages.....	127	82	209	- 85	- 191
Tobacco and Tobacco Products.....	4	14	18	- 17	- 464
Rubber Products.....	15	10	25	+ 7	- 42
Leather Products.....	39	59	98	- 17	- 115
Textile Products (except clothing).....	74	50	124	- 61	- 233
Clothing (textile and fur).....	58	417	475	- 378	- 821
Wood Products.....	176	42	218	- 16	- 358
Paper Products.....	61	34	95	- 29	- 146
Printing, Publishing and Allied Industries.....	97	62	159	- 46	- 107
Iron and Steel Products.....	444	55	499	- 24	- 542
Transportation Equipment.....	350	44	394	- 186	- 718
Non-Ferrous Metal Products.....	53	37	90	- 54	- 99
Electrical Apparatus and Supplies.....	187	81	268	- 59	- 237
Non-Metallic Mineral Products.....	40	11	51	- 15	- 55
Products of Petroleum and Coal.....	20	12	32	+ 8	- 21
Chemical Products.....	108	35	143	- 10	- 96
Miscellaneous Manufacturing Industries.....	36	28	64	- 24	- 122
<b>Construction</b> .....	<b>893</b>	<b>54</b>	<b>947</b>	- <b>728</b>	- <b>1,571</b>
General Contractors.....	549	30	579	- 553	- 1,129
Special Trade Contractors.....	344	24	368	- 175	- 442
<b>Transportation, Storage and Communication</b> .....	<b>430</b>	<b>160</b>	<b>590</b>	+ <b>76</b>	- <b>791</b>
Transportation.....	335	68	403	+ 79	- 561
Storage.....	8	16	24	- 22	- 44
Communication.....	87	76	163	+ 19	- 186
<b>Public Utility Operation</b> .....	<b>92</b>	<b>32</b>	<b>124</b>	- <b>18</b>	- <b>117</b>
<b>Trade</b> .....	<b>1,141</b>	<b>1,659</b>	<b>2,800</b>	- <b>482</b>	- <b>2,712</b>
Wholesale.....	336	203	539	- 168	- 701
Retail.....	805	1,456	2,261	- 314	- 2,011
<b>Finance, Insurance and Real Estate</b> .....	<b>525</b>	<b>314</b>	<b>839</b>	- <b>5</b>	- <b>618</b>
<b>Service</b> .....	<b>8,355</b>	<b>7,912</b>	<b>16,267</b>	+ <b>7,867</b>	+ <b>232</b>
Community or Public Service.....	280	1,103	1,383	- 224	- 433
Government Service.....	7,576	2,972	10,548	+ 9,500	+ 3,793
Recreation Service.....	73	52	125	- 3	- 135
Business Service.....	181	163	344	- 148	- 536
Personal Service.....	245	3,622	3,867	- 1,258	- 2,457
<b>Grand Total</b> .....	<b>14,271</b>	<b>11,353</b>	<b>25,624</b>	+ <b>5,094</b>	- <b>19,167</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT NOVEMBER 28, 1957 (1)**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies(2)			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,195	823	2,018	6,288	1,573	7,861
Clerical workers.....	6,850	4,300	11,150	15,635	32,670	48,305
Sales workers.....	830	860	1,690	5,563	10,959	16,522
Personal and domestic service workers...	537	4,114	4,651	28,935	18,989	47,924
Seamen.....	5		5	2,042	7	2,049
Agriculture and fishing.....	172	10	182	3,767	452	4,219
Skilled and semiskilled workers.....	2,682	714	3,396	151,708	21,673	173,381
Food and kindred products (inc. tobacco).....	38	18	56	1,366	619	1,985
Textiles, clothing, etc.....	66	521	587	4,347	13,914	18,261
Lumber and lumber products.....	210	1	211	20,747	188	20,935
Pulp, paper (inc. printing).....	49	7	56	1,098	485	1,583
Leather and leather products.....	24	25	49	1,234	1,271	2,505
Stone, clay and glass products.....	9		9	401	58	459
Metalworking.....	366	4	370	17,114	1,031	18,145
Electrical.....	91	14	105	2,337	1,162	3,499
Transportation equipment.....				985	39	1,024
Mining.....	56		56	1,751		1,751
Construction.....	530		530	40,196	3	40,199
Transportation (except seamen).....	357	11	368	26,755	117	26,872
Communications and public utility.....	27		27	677	1	678
Trade and service.....	96	81	177	4,064	1,663	5,727
Other skilled and semiskilled.....	653	26	679	20,924	847	21,771
Foremen.....	40	6	46	3,212	267	3,479
Apprentices.....	70		70	4,500	8	4,508
Unskilled workers.....	1,056	388	1,444	113,397	20,878	134,275
Food and tobacco.....	40	36	76	4,017	5,078	9,095
Lumber and lumber products.....	85	1	86	16,412	720	17,132
Metalworking.....	55	6	61	7,475	568	8,043
Construction.....	320		320	54,593	2	54,595
Other unskilled workers.....	556	345	901	30,900	14,510	45,410
<b>Grand Total.....</b>	<b>13,327</b>	<b>11,209</b>	<b>24,536</b>	<b>327,335</b>	<b>107,201</b>	<b>434,536</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 28, 1957**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Nov. 28, 1957	Oct. 31, 1957	Nov. 29, 1956	Nov. 28, 1957	Oct. 31, 1957	Nov. 29, 1956
<b>Newfoundland</b>	<b>101</b>	<b>214</b>	<b>441</b>	<b>11,898</b>	<b>7,253</b>	<b>8,373</b>
Corner Brook	5		7	2,478	1,457	1,727
Grand Falls	6	5	63	1,478	1,022	1,161
St. John's	93	209	371	7,942	4,774	5,485
<b>Prince Edward Island</b>	<b>149</b>	<b>156</b>	<b>143</b>	<b>1,936</b>	<b>1,065</b>	<b>1,628</b>
Charlottetown	133	95	107	1,185	660	1,127
Summerside	16	61	36	751	405	501
<b>Nova Scotia</b>	<b>846</b>	<b>1,009</b>	<b>1,333</b>	<b>16,373</b>	<b>12,007</b>	<b>11,221</b>
Amherst	4	17	30	724	474	508
Bridgewater	6	12	20	822	561	470
Halifax	407	502	823	4,332	3,427	3,073
Inverness				432	263	254
Kentville	29	51	60	1,496	862	942
Liverpool	23	7	149	427	354	215
New Glasgow	70	78	73	1,883	1,575	1,326
Springhill				695	578	587
Sydney	238	230	96	2,654	2,026	2,069
Truro	16	30	72	1,376	829	801
Yarmouth	53	82	10	1,532	1,058	976
<b>New Brunswick</b>	<b>746</b>	<b>765</b>	<b>1,157</b>	<b>20,073</b>	<b>13,551</b>	<b>11,220</b>
Bathurst	20	5	10	2,023	959	1,217
Campbellton	27	24	72	1,450	910	640
Edmundston	14	22	30	1,350	753	597
Fredericton	89	127	248	1,454	963	670
Minto	3	27	172	650	435	280
Moncton	239	399	378	5,037	3,165	3,153
Newcastle	6	6	4	1,818	1,277	1,107
Saint John	318	119	152	3,077	2,726	2,245
St. Stephen	5	17	6	1,701	1,496	707
Sussex	21	7	20	491	317	256
Woodstock	4	12	65	1,022	553	348
<b>Quebec</b>	<b>3,505</b>	<b>5,233</b>	<b>14,690</b>	<b>124,031</b>	<b>83,705</b>	<b>67,874</b>
Asbestos	80		24	597	456	394
Beauharnois	23	28	22	855	488	375
Buckingham	15	9	46	783	450	575
Causapsca	59	244	302	1,369	907	472
Chandler	3	3	60	860	358	324
Chicoutimi	51	96	494	1,565	1,113	713
Dolbeau	14	15	154	1,269	734	242
Drummondville	42	54	73	1,681	1,365	1,102
Farnham	12	14	90	898	581	518
Forestville	82	23	1,409	648	298	205
Gaspé	4	2	37	639	289	353
Granby	36	28	58	1,484	1,403	964
Hull	57	44	68	2,784	1,720	1,890
Joliette	39	75	155	2,986	1,738	1,482
Jonquière	37	70	135	1,683	1,299	840
Lachute	8	16	49	567	400	423
La Malbaie	3	17	1	1,012	460	467
La Tuque	23	113	1,705	716	570	391
Lévis	58	102	88	2,293	1,484	1,380
Louiseville	24	27	64	827	608	424
Magog		3	6	644	536	430
Maniwaki	3	3	24	793	401	196
Matane	4	4	627	1,339	608	357
Mégantic	1		10	828	551	418
Mont-Laurier	10	7	32	537	330	283
Montmagny	53	8	27	1,552	845	711
Montreal	1,474	2,416	4,565	42,326	29,540	22,768
New Richmond	6	12	10	939	427	397
Port Alfred	6	22	5	534	316	263
Quebec	325	440	636	9,997	7,246	7,650
Rimouski	67	61	263	2,479	1,392	915
Rivière du Loup	25	14	59	2,849	1,248	1,214
Roberval	1	11	143	981	690	258
Rouyn	66	82	432	3,006	2,208	839
Ste. Agathe	62	20	44	673	363	350
Ste. Anne de Bellevue	44	77	99	662	416	398
St. Thérèse	29	36	40	1,253	810	928
St. Georges Est	29	80	260	1,709	1,147	838
St. Hyacinthe	34	24	38	1,429	932	1,319
St. Jean	34	51	71	1,259	997	966
St. Jérôme	29	20	24	1,200	745	926
Sept Iles	65	142	406	662	389	357
Shawinigan Falls	10	35	186	3,240	2,235	1,733
Sherbrooke	105	108	225	3,860	3,080	2,458
Sorel	83	191	96	1,384	944	1,140
Thetford Mines	45	69	64	1,079	802	723
Trois-Rivières	119	164	374	3,882	2,519	2,219
Val d'Or	19	8	470	2,199	1,870	772

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 28, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) Nov. 28, 1957	Previous Month Oct. 31, 1957	Previous Year Nov. 29, 1956	(1) Nov. 28, 1957	Previous Month Oct. 31, 1957	Previous Year Nov. 29, 1956
<b>Quebec—con.</b>						
Valleyfield.....	18	26	92	1,536	1,059	762
Victoriaville.....	25	32	52	2,092	1,343	1,034
Ville d'Alma.....	44	84	272	1,592	995	718
<b>Ontario</b>	<b>8,597</b>	<b>7,514</b>	<b>14,844</b>	<b>140,708</b>	<b>111,968</b>	<b>77,348</b>
Arnprior.....	3	29	67	344	252	177
Barrie.....	10	20	47	937	685	635
Belleville.....	17	13	33	1,349	948	787
Bracebridge.....	43	45	73	863	563	497
Brampton.....	4	13	33	694	537	332
Brantford.....	59	61	65	2,821	2,496	1,961
Brockville.....	10	15	42	340	249	215
Carleton Place.....	5	15	235	235	161	133
Chatham.....	129	117	148	2,051	1,782	1,484
Cobourg.....	2	2	13	739	596	497
Collingwood.....	5	11	12	541	410	424
Cornwall.....	150	180	156	2,047	1,906	1,395
Fort Erie.....	11	6	20	501	380	385
Fort Frances.....	13	19	105	575	285	214
Fort William.....	130	103	499	1,650	1,065	724
Galt.....	29	50	106	1,525	1,471	487
Gananoque.....	1	3	4	299	177	213
Goderich.....	8	22	20	537	295	800
Guelph.....	59	91	109	1,457	1,141	825
Hamilton.....	444	448	920	11,600	8,712	6,125
Hawkesbury.....	17	8	12	655	417	446
Ingersoll.....	24	38	63	654	455	297
Kapuskasing.....	15	19	79	1,148	815	201
Kenora.....	12	23	56	737	291	338
Kingston.....	78	136	91	1,404	1,091	936
Kirkland Lake.....	30	51	200	1,103	674	399
Kitchener.....	75	67	98	2,363	1,645	934
Leamington.....	19	29	19	1,042	875	475
Lindsay.....	3	20	73	395	409	340
Listowel.....	22	23	29	384	203	263
London.....	1,159	456	1,426	4,143	3,441	2,856
Long Branch.....	45	106	135	2,697	2,468	1,542
Midland.....	11	14	19	699	441	426
Napanee.....	6	6	4	529	302	315
Newmarket.....	33	31	43	764	581	435
Niagara Falls.....	216	72	219	2,025	1,298	1,195
North Bay.....	8	11	93	1,607	1,123	633
Oakville.....	74	108	233	603	537	316
Orillia.....	18	13	26	804	588	475
Oshawa.....	65	260	182	3,190	3,515	1,857
Ottawa.....	1,708	790	1,972	4,392	3,121	3,084
Owen Sound.....	17	12	53	1,513	1,033	1,007
Parry Sound.....	2	2	2	275	155	125
Pembroke.....	94	121	205	1,550	1,079	916
Perth.....	22	23	30	488	357	236
Peterborough.....	31	54	93	2,518	2,111	1,500
Picton.....	14	15	14	412	233	310
Port Arthur.....	83	102	425	3,888	2,442	959
Port Colborne.....	10	17	11	677	481	319
Prescott.....	17	19	21	626	376	356
Renfrew.....	10	16	12	494	339	308
St. Catharines.....	141	124	131	3,187	2,755	1,795
St. Thomas.....	31	56	461	895	608	882
Sarnia.....	74	69	136	1,740	1,591	1,376
Sault Ste. Marie.....	281	204	431	1,854	1,229	716
Simcoe.....	29	39	51	992	726	467
Sioux Lookout.....	2	9	26	232	120	80
Smiths Falls.....	4	8	9	373	246	232
Stratford.....	11	23	27	785	562	360
Sturgeon Falls.....	4	2	4	878	741	583
Sudbury.....	359	422	248	3,541	2,527	1,062
Timmins.....	78	17	514	1,956	1,430	874
Toronto.....	1,942	2,177	3,697	33,244	28,506	17,724
Trenton.....	56	75	60	708	439	517
Walkerton.....	21	39	50	392	242	216
Wallaceburg.....	8	8	3	565	359	432
Welland.....	22	34	88	2,138	1,456	738
Weston.....	157	166	160	1,808	1,599	931
Windsor.....	296	107	308	9,622	9,123	6,468
Woodstock.....	11	10	30	914	702	430
<b>Manitoba</b>	<b>3,204</b>	<b>1,696</b>	<b>4,074</b>	<b>18,762</b>	<b>10,873</b>	<b>13,019</b>
Brandon.....	215	192	302	1,577	851	941
Dauphin.....	8	18	48	1,010	379	472
Flin Flon.....	32	19	73	253	199	156
Portage la Prairie.....	64	18	45	832	418	512
The Pas.....	12	40	6	212	122	100
Winnipeg.....	2,873	1,409	3,600	14,878	8,904	10,838



**TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS AT NOVEMBER 28, 1957**

(SOURCE: U.I.C. 757)

Office	Unfiled Vacancies <sup>(2)</sup>			Registrations		
	(1) Nov. 28, 1957	Previous Month Oct. 31, 1957	Previous Year Nov. 29, 1956	(1) Nov. 28, 1957	Previous Month Oct. 31, 1957	Previous Year Nov. 29, 1956
<b>Saskatchewan</b> .....	<b>623</b>	<b>815</b>	<b>1,428</b>	<b>12,041</b>	<b>6,583</b>	<b>7,098</b>
Estevan.....	35	40	58	329	195	190
Moose Jaw.....	109	149	240	1,007	654	669
North Battleford.....	41	51	70	1,072	495	517
Prince Albert.....	59	68	54	1,603	852	921
Regina.....	155	208	677	2,916	1,674	1,900
Saskatoon.....	99	161	145	2,597	1,508	1,543
Swift Current.....	39	27	65	565	307	326
Weyburn.....	39	50	32	295	152	154
Yorkton.....	47	61	87	1,657	746	878
<b>Alberta</b> .....	<b>2,187</b>	<b>2,021</b>	<b>3,547</b>	<b>22,221</b>	<b>14,134</b>	<b>10,929</b>
Blairmore.....	10	12	63	349	247	180
Calgary.....	1,046	606	861	6,689	4,764	3,715
Drumheller.....	10	24	14	298	183	174
Edmonton.....	727	901	2,111	10,676	6,444	4,605
Edson.....	20	14	53	454	325	195
Lethbridge.....	104	201	154	1,652	925	866
Medicine Hat.....	197	179	174	980	650	636
Red Deer.....	73	84	117	1,123	596	558
<b>British Columbia</b> .....	<b>4,575</b>	<b>1,374</b>	<b>2,419</b>	<b>66,493</b>	<b>43,888</b>	<b>37,325</b>
Chilliwack.....	27	27	41	1,656	1,087	1,162
Courtenay.....	8	13	19	1,418	746	480
Cranbrook.....	24	33	7	649	448	259
Dawson Creek.....	19	22	48	897	513	175
Duncan.....	23	37	25	728	493	429
Kamloops.....	11	30	54	1,314	772	468
Kelowna.....	18	16	15	1,231	376	999
Kitimat.....	13	42	167	579	474	208
Mission City.....	13	5	20	1,121	769	645
Nanaimo.....	20	21	35	1,593	1,071	804
Nelson.....	13	22	12	1,052	509	608
New Westminster.....	150	147	196	7,730	5,941	4,181
Penticton.....	10	6	11	1,000	489	849
Port Alberni.....	9	91	14	1,665	1,317	523
Prince George.....	77	53	122	2,947	1,597	1,258
Prince Rupert.....	36	33	61	1,603	1,251	762
Princeton.....	.....	3	2	330	221	149
Trail.....	8	14	5	803	439	438
Vancouver.....	3,914	563	1,187	32,204	21,461	19,126
Vernon.....	17	12	31	1,453	694	691
Victoria.....	147	164	313	4,074	2,907	2,870
Whitehorse.....	18	20	34	446	313	241
<b>Canada</b> .....	<b>24,536</b>	<b>20,797</b>	<b>44,076</b>	<b>434,536</b>	<b>305,030</b>	<b>246,035</b>
Males.....	13,327	9,751	27,634	327,335	218,449	171,326
Females.....	11,209	11,046	16,442	107,201	86,581	74,709

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 11 Months.....	981,369	705,310	276,059	64,149	238,675	356,454	195,774	126,317
1957 11 Months.....	815,980	547,511	268,469	55,086	200,556	288,873	172,650	98,815

## E—Unemployment Insurance

### TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, NOVEMBER 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability Days in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	5.6	3,046	22,477	(419)	490,357
Prince Edward Island.....	0.8	539	3,365	(172)	62,606
Nova Scotia.....	10.1	5,125	40,214	(2,809)	767,735
New Brunswick.....	11.4	6,422	45,771	(2,035)	925,582
Quebec.....	65.6	40,290	262,331	(28,181)	5,340,461
Ontario.....	79.9	41,822	319,668	(27,953)	6,771,142
Manitoba.....	8.3	5,935	33,160	(3,240)	668,628
Saskatchewan.....	4.7	3,486	18,712	(1,577)	389,641
Alberta.....	9.7	7,284	38,809	(2,685)	831,109
British Columbia.....	31.3	21,458	125,276	(8,352)	2,741,779
Total, Canada, November 1957.....	227.4	135,407	909,783	(77,423)	18,989,040
Total, Canada, October 1957.....	177.5	104,818	780,961	(82,183)	16,331,548
Total, Canada, November 1956.....	108.6	74,130	478,265	(58,936)	9,275,471

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

### TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW- ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, NOVEMBER 29, 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)								Percent- age Postal	Novem- ber 30, 1956 Total claim- ants
	Total claim- ants	2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	403,273	181,459	59,404	65,939	34,910	19,725	12,523	29,313	33.7	215,378
Male.....	313,702	149,416	47,934	51,374	25,091	13,367	7,964	18,556	36.1	155,850
Female.....	89,571	32,043	11,470	14,565	9,819	6,358	4,559	10,757	25.4	59,528
Newfoundland.....	11,982	5,717	1,590	1,996	995	528	364	792	74.1	8,159
Male.....	11,240	5,481	1,508	1,886	918	468	301	678	75.5	7,681
Female.....	742	236	82	110	77	60	63	114	52.6	478
Prince Edward Island....	1,605	828	208	227	118	67	49	108	68.3	1,329
Male.....	1,310	726	164	177	82	51	33	77	68.8	1,064
Female.....	295	102	44	50	36	16	16	31	66.4	265
Nova Scotia.....	16,697	6,598	2,367	2,673	1,710	905	621	1,823	48.1	12,079
Male.....	14,344	5,865	2,116	2,309	1,394	707	465	1,488	49.6	10,223
Female.....	2,353	733	251	364	316	198	156	335	39.6	1,856
New Brunswick.....	19,602	8,375	2,867	3,350	1,748	1,032	597	1,633	60.2	11,342
Male.....	16,589	7,369	2,479	2,762	1,407	794	443	1,335	61.8	8,909
Female.....	3,013	1,006	388	588	341	238	154	298	51.6	2,433
Quebec.....	121,802	57,261	17,635	19,212	10,447	5,698	3,501	8,048	34.9	64,589
Male.....	93,921	47,008	14,217	14,843	7,524	3,800	2,104	4,425	38.1	45,081
Female.....	27,881	10,253	3,418	4,369	2,923	1,898	1,397	3,623	24.2	19,508
Ontario.....	126,007	52,672	16,762	20,034	12,084	7,639	5,031	11,785	23.9	64,127
Male.....	91,082	40,265	12,649	14,627	8,246	5,017	3,143	7,135	24.2	43,535
Female.....	34,925	12,407	4,113	5,407	3,838	2,622	1,888	4,650	23.1	20,589
Manitoba.....	15,879	7,860	2,652	2,260	1,114	561	402	1,030	32.4	10,964
Male.....	12,162	6,526	2,105	1,631	693	319	237	651	37.4	7,611
Female.....	3,717	1,334	547	629	421	242	165	379	15.9	3,353
Saskatchewan.....	10,643	5,530	1,918	1,684	564	299	178	470	54.8	5,791
Male.....	8,798	4,904	1,640	1,385	356	177	82	281	58.6	4,511
Female.....	1,845	626	278	326	208	122	96	189	36.5	1,280
Alberta.....	21,085	11,186	3,372	3,346	1,220	723	377	861	31.1	9,156
Male.....	17,434	9,742	2,819	2,746	798	486	236	607	32.5	7,074
Female.....	3,651	1,444	553	600	422	237	141	254	24.0	2,082
British Columbia.....	57,971	25,432	10,033	11,157	4,910	2,273	1,403	2,763	27.8	27,842
Male.....	46,822	21,530	8,237	9,035	3,673	1,548	920	1,879	28.6	20,158
Female.....	11,149	3,902	1,796	2,122	1,237	725	483	884	24.2	7,684

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
NOVEMBER 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	7,256	5,230	2,026	5,844	3,640	2,204	2,773
Prince Edward Island.....	1,088	772	316	875	665	180	317
Nova Scotia.....	9,018	5,627	3,391	8,031	6,195	1,836	2,626
New Brunswick.....	11,566	7,723	3,843	10,310	7,669	2,641	3,168
Quebec.....	75,249	46,467	28,782	64,475	51,104	13,371	25,414
Ontario.....	74,353	46,562	27,791	65,851	52,091	13,760	21,705
Manitoba.....	11,675	7,802	3,873	9,691	7,423	2,268	3,239
Saskatchewan.....	7,730	5,600	2,130	6,417	4,627	1,790	2,461
Alberta.....	14,751	9,164	5,587	11,782	9,293	2,489	6,210
British Columbia.....	36,422	21,309	15,113	34,332	26,709	7,623	10,617
Total, Canada, November 1957	249,108	156,256	92,852	217,608	169,446	48,162	78,530
Total, Canada, October 1957...	167,363	97,249	70,114	152,273	118,252	34,021	47,030
Total, Canada, November 1956	151,356	104,143	47,213	121,516	91,884	29,632	52,063

\* In addition, revised claims received numbered 23,288.

† In addition, 22,068 revised claims were disposed of. Of these, 2,016 were special requests not granted and 1,003 were appeals by claimants. There were 3,971 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT (REVISED)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1956—November.....	3,808,000	3,668,600	139,400
December.....	3,875,000	3,659,600	215,400†
1957—January.....	3,929,000	3,530,800	398,200†
February.....	3,982,000	3,436,000	564,000†
March.....	3,987,000	3,414,600	572,400†
April.....	3,963,000	3,404,200	558,800†
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July.....	3,892,000	3,687,500	204,500
August.....	3,921,000	3,715,200	205,800
September.....	3,925,000	3,716,300	208,700
October.....	3,918,000	3,691,500	226,500
November‡.....	3,972,800	3,704,800	268,000

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

‡ The November estimate is preliminary, subject to revision when the employment index for this date become available.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	126.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER 1957**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	December 1956	November 1957	December 1957					
(1) St. John's, Nfld.....	107.5	109.8	109.8	107.7	111.3	102.6	108.2	117.1
Halifax.....	118.5	121.2	121.2	113.9	130.9	116.0	124.8	126.8
Saint John.....	121.1	123.4	123.4	117.3	134.3	116.9	121.2	131.9
Montreal.....	120.7	123.8	123.4	122.4	140.7	107.2	118.0	127.9
Ottawa.....	121.6	124.4	124.2	117.3	144.3	113.1	119.1	130.7
Toronto.....	123.1	126.4	126.1	116.9	152.4	113.9	121.0	130.7
Winnipeg.....	118.4	121.2	121.6	118.3	129.6	114.7	117.4	127.6
Saskatoon—Regina.....	117.1	120.2	120.1	116.9	119.6	119.1	122.3	122.8
Edmonton—Calgary.....	117.4	119.9	120.0	115.7	122.9	116.1	120.3	126.3
Vancouver.....	121.7	123.6	123.9	118.5	134.3	113.1	131.4	126.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-DECEMBER 1956, 1957†**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1957*						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
June.....	22	45	7,519	18,520	221,850	0.24
July.....	12	34	2,481	16,298	237,740	0.26
August.....	25	42	7,044	14,532	187,450	0.20
September.....	28	49	11,031	20,650	190,045	0.20
October.....	22	48	9,337	14,107	128,275	0.14
November.....	16	38	8,493	12,321	119,125	0.13
December.....	2	18	225	7,327	152,935	0.16
Cumulative Totals....	245		86,198		1,607,180	0.14
1956						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
June.....	25	39	9,621	16,866	78,160	0.08
July.....	32	42	8,260	9,244	58,750	0.06
August.....	32	53	9,312	13,404	86,485	0.09
September.....	24	46	9,672	13,779	104,180	0.11
October.....	10	38	6,867	15,149	129,935	0.14
November.....	17	35	1,940	4,116	37,060	0.04
December.....	6	18	470	1,462	14,305	0.02
Cumulative Totals....	229		88,680		1,246,000	0.11

\* Preliminary figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

## STRIKES AND LOCKOUTS DECEMBER 1957, INVOLVING 100 OR MORE WORKERS

(Preliminary, Subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>1</sup>	Date Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s)
					December	To Date		
<b>In Progress Prior to December</b>								
FISHING— Fisheries Association of B.C. (Seven firms) Vancouver, B.C.	United Fishermen and Allied Workers Union, No. 44.	700	Oct. 27	.....	18,200	39,550	Prices offered by companies for herring.	
MINING— <i>Non-Metal</i> — Canadian Gypsum Co. Ltd., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers, No. 294, C.L.C.	300	Oct. 31	.....	7,500	15,750	Wages, hours, union security and fringe benefits.	
MANUFACTURING— <i>Clothing</i> — Various Fur Dressers and Dyers, Toronto, Ont.	Amalgamated Meat Cutters and Butcher Workmen, No. 488, AFL-CIO/CLC.	300	Nov. 26	Dec. 2	300	1,500	Delay in signing renewal of agreement.	A 7 cents an hour immediate increase and a further 5 cents an hour, October 1958, as well as reduction in work week.
<i>Pulp and Paper</i> — Pulp and Paper Industrial Relations Bureau (6 firms, 9 div.) British Columbia.	International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and United Paper Makers and Paper Workers, various locals, AFL-CIO/CLC.	5,565 <sup>(2)</sup>	Nov. 14	.....	122,430	189,210	Wages.	
<b>Commencing in December</b>								
MINING— <i>Coal</i> — Century Coals Ltd., East Coulee, Alta.	United Mine Workers of America.	150	Dec. 4	Dec. 5	300	300	Union security.	Return of workers, further negotiations.

(<sup>1</sup>) In this table the date began is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.  
(<sup>2</sup>) 327 indirectly affected.



CANADA

# THE ABOUT AZETTE



Royal Commission Report on Diesel Firemen (p. 256)

226

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# THE LABOUR GAZETTE

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Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

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Vol. LVIII, No. 3	CONTENTS	March 31, 1958
Current Manpower and Labour Relations Review .....		229
Notes of Current Interest .....		245
Proceedings of Parliament of Labour Interest .....		255
Royal Commission Report, Firemen on Diesel Locomotives ..		256
40th Annual Meeting, Canadian Construction Association ...		259
Successful Rehabilitation—IV .....		261
Operation Reliance Inc. ....		263
"Womanpower Revolution" .....		264
50 Years Ago This Month .....		265
International Labour Organization:		
1957 Another Favourable Year for Workers .....		266
U.K., Denmark Ratify Forced Labour Convention .....		266
Teamwork in Industry .....		267
Industrial Relations:		
Certification Proceedings .....		268
Conciliation Proceedings .....		270
Canadian Railway Board of Adjustment No. 1 .....		271
Labour Law:		
Legal Decisions Affecting Labour .....		273
Recent Regulations, Federal and Provincial .....		277
Unemployment Insurance:		
Monthly Report on Operations .....		283
Decisions of Umpire .....		284
Labour Conditions in Federal Government Contracts .....		288
Strikes and Lockouts .....		292
Prices and the Cost of Living .....		293
Publications Recently Received in Department's Library ....		294
Labour Statistics .....		299

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## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

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### Current Manpower Situation

THE CANADIAN labour market changed little during February. Non-farm employment declined only slightly and by the end of the month there were indications that most of the seasonal decline in activity had taken place. Agricultural employment declined seasonally during February and was still substantially lower than a year earlier. The rate of increase in unemployment was about normal for the season.

A decline in seasonal jobs resulted in the withdrawal of additional workers from the labour force during the month. At February 15, the labour force was estimated at 5,869,000, a seasonal drop of 22,000 from the previous month. Apart from seasonal variations, the labour force has shown very little change since last September. In February, the year-to-year increase (184,000) was still substantial, however, owing to the record expansion of labour supply last summer.

Unemployment increased seasonally during February as further layoffs occurred in outdoor activities. The number of persons without jobs and seeking work rose from 520,000 in January to 555,000 in February; persons laid off for a full week fell from 50,000 to 36,000. During the month, the increase in job seekers, in percentage terms, was about the same as in previous years. However, job seekers in February represented 9.5 per cent of the labour force, compared with 5.7 per cent in February 1957, 5.6 per cent in 1956 and 7.0 per cent in 1955.

Increases in unemployment occurred in Ontario and Quebec and the Atlantic Provinces, reflecting, for the most part, further seasonal declines in agriculture, forestry and construction. In the Prairie Provinces there was little change in unemployment during the month. Unemployment also showed little change in British Columbia and there were clear indications that the peak had been passed in that region.

Total non-farm employment in mid-February was estimated to be 4,706,000, down 28,000 from January but virtually the same as a year before. Apart from seasonal changes, non-farm employment has fallen by an estimated 2.7 per cent since September 1957. The decline stemmed primarily from weaknesses in the forestry, manufacturing and construction industries. Employment has remained stable or has continued to rise moderately in most other industries.

**A Monthly Labour Gazette Feature**

Forestry employment has fallen sharply since September 1957. By February, it was 50 per cent lower than a year earlier, representing a decline of 67,000 workers. This decline was the result of a general slackening in demand for wood and paper products and a heavy accumulation of inventories last summer. By February, however, inventories of lumber and pulpwood were substantially reduced. There was evidence, too, of some strengthening in the demand for lumber, largely because of an upturn in housebuilding in Canada and the United States. Expenditures on new housing in 1958 are expected to be 15 per cent higher than last year, so that a further improvement in the lumber market can be expected. So far, there has been no appreciable improvement in the level of logging operations. The outlook is brighter, however, than it has been for some time.

Employment in construction showed no change during February, whereas it normally declines slightly at this time. Since last fall, however, construction employment has declined more than seasonally. The decline during the latter part of 1957 was confined to non-residential construction and was largely concentrated in the business sector. Residential construction made a sharp recovery during the last quarter of 1957 and showed continuing strength during the first two months of 1958; housing starts in urban centres of 5,000 and more were 158 per cent higher than in the same months last year. Non-residential construction, on the other hand, showed little improvement. The value of contracts awarded in January and February was substantially lower than last year and, according to the investment survey, the total value of non-residential construction planned for 1958 is about 3 per cent lower than last year's figure. Housebuilding will be a major source of strength in the building industry this year. If present plans are realized a total of \$1.6 billion will be spent on new housing this year. This is 15 per cent more than last year. The employment effects of the upturn in housing were apparent during the month under review. While total construction employment in February was about 4 per cent lower than a year ago, the year-to-year difference was not as marked as earlier in the winter.

## Changing Trend of Manufacturing Employment

As noted above, a major part of the employment decline of the past six months has been in forestry, construction and manufacturing. The decline in manufacturing preceded the downturn in total employment by some months. The employment and payrolls survey of employers shows, in fact, that the turning point occurred as early as February 1957, although after a moderate drop in March employment remained virtually unchanged until October 1957, after which it again began declining.

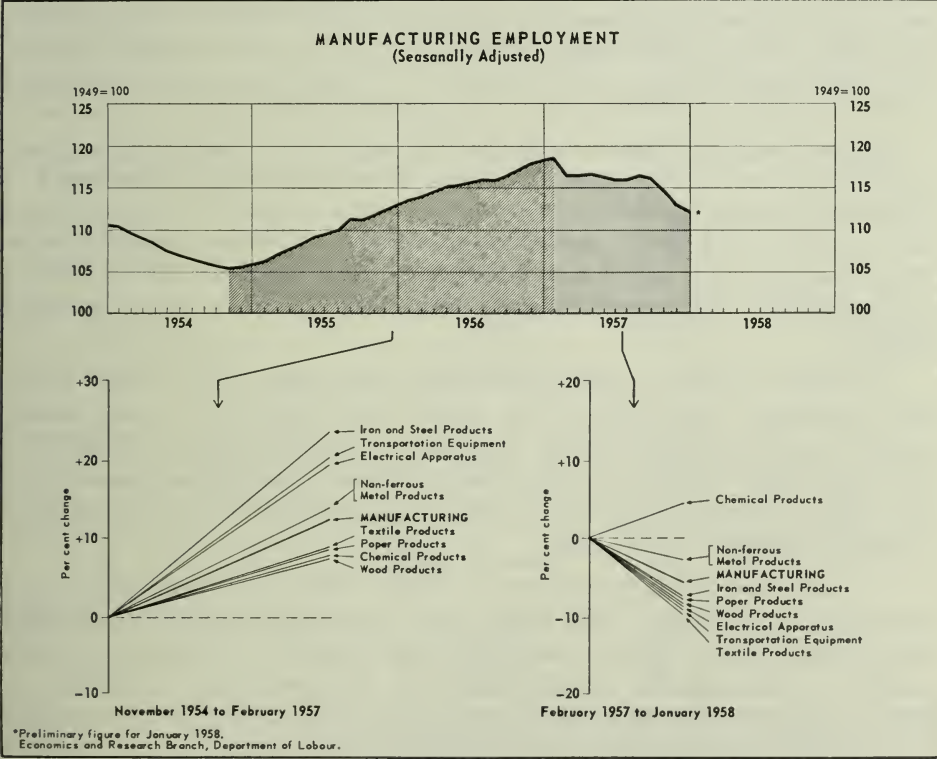
The current decline in manufacturing employment follows more than two years of rapid expansion (see accompanying chart). The previous decline ended about November 1954. From then until February 1957 manufacturing employment, seasonally adjusted, increased by 12 per cent. This is one of the most sustained rises of the postwar period.

A very high rate of investment and a strong demand for our export products were the main stimuli for this growth. The strength of external demand reacted chiefly on the forestry and mining industries, generating further development of new resources. Outlays on housing and other construction, and on machinery and equipment, all rose substantially in this period.

Between 1954 and 1957, total capital expenditures rose from \$2,826 million to \$4,143 million, in constant (1949) dollars—from 22 per cent to 26.5 per cent of total output. Not all of this increased spending benefited Canadian industries, for imports of machinery and construction materials rose sharply. Nevertheless, the demand for domestic manufacturing products strengthened enormously.

The nature of the 1955-56 expansion is reflected in the industrial distribution of manufacturing employment. Between February 1955 and February 1957, total employment in manufacturing rose by about 130,000. Twenty-four per cent of this gain occurred in the iron and steel products industries, and a further 10 per cent in electrical apparatus and supplies. Notable gains, were recorded in electronics, primary iron and steel and machinery. The transportation equipment industry accounted for 25 per cent of the total gain. The real employment expansion in this industry, was much smaller than this because of a strike in the automobile industry at the beginning of the period. The employment gains resulted chiefly from increased production in railway rolling stock, aircraft and shipbuilding plants.

Although the peak in manufacturing employment was reached in February 1957, there was little decline through most of the year. As late as October, the seasonally-adjusted index was down less than 2 per cent. In the following months, however, the decline became more widespread and by the beginning of January, the index of total manufacturing employment was a little more than 5 per cent lower than in February 1957.



## Current Trends

Changes in export market conditions and investment expenditures have been major factors in the current contraction, as they were in the previous expansion. Slackening export demand was reflected directly in lumbering and some parts of mining as early as 1956. It also contributed to slowing down the rate of industrial expansion. The constant dollar value of capital expenditures increased by 6 per cent from 1956 to 1957, compared with a 20-per-cent increase from 1955 to 1956. In the last half of 1957, reduced expenditures on non-residential construction were only partly offset by a rise in outlays on housebuilding. Machinery and equipment purchases showed a particularly sharp drop in this period.

A slackening in the demand for motor vehicles has been a factor of considerable importance in the current recession. Sales of new passenger cars in the fourth quarter of 1957 were 12.5 per cent lower than in the same period of 1956. As a result, production in the first two months of 1958 was 21 per cent lower than in the same period in 1957.

These developments have resulted in both layoffs and short time. At the turn of the year the average hours worked per week in manufacturing were down to 37.3 from 37.9 a year earlier. Between January 1957 and 1958, the net decline in manufacturing employment (which includes some offsetting increases in food and beverages, printing, chemicals, oil refining and aircraft manufacturing) amounted to some 62,000. As might be expected, the industries experiencing the greatest employment declines were the ones that showed the greatest gains in 1955-56. The manufacture of iron and steel products accounted for 23 per cent of the decrease, transportation equipment for 26 per cent, electrical apparatus and supplies for 14 per cent and wood products for 14 per cent. A further 10 per cent was accounted for by the textile industry. The employment decline in this industry was the result of a general slackening in textile sales and intensified import competition in some lines.

Current reports indicate a mixture of strengths and weaknesses in manufacturing. A survey of private and public investment by the Department of Trade and Commerce, released recently, shows that expenditures for machinery and equipment and non-residential construction in 1958 are expected to be 10 per cent and 3 per cent lower, respectively, than last year. This implies a similar decline in associated industries, principally the iron and steel products group.

Inventories became generally excessive during 1957, and in many industries production was reduced while stocks were liquidated. In the fourth quarter total inventory holdings, seasonally adjusted, showed a decline, the first since 1954. Moreover, unfilled orders in manufacturing decreased even more than inventories, suggesting that the liquidation of inventories may well continue in the first half of 1958.

On the other hand, employment in motor vehicle and parts plants was more stable in February than it had been for several months. Residential construction in both Canada and the United States has increased in recent months; the recovery has already resulted in increased lumber production in British Columbia and its effect is undoubtedly being felt by other suppliers of residential building materials and equipment.

# Current Labour Statistics

(Latest available statistics as of March 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Feb. 15	5,869,000	- 0.4	+ 3.2
Total persons with jobs.....	Feb. 15	5,314,000	- 1.1	- 0.9
At work 35 hours or more.....	Feb. 15	4,611,000	- 0.3	- 4.2
At work less than 35 hours.....	Feb. 15	528,000	- 4.4	+34.4
With jobs but not at work.....	Feb. 15	175,000	- 9.3	+13.6
With jobs but on short time.....	Feb. 15	69,000	- 8.0	+40.8
With jobs but laid off full week.....	Feb. 15	36,000	-28.0	+44.0
Persons without jobs and seeking work.....	Feb. 15	555,000	+ 6.7	+71.8
Persons with jobs in agriculture.....	Feb. 15	608,000	- 4.6	- 7.0
Persons with jobs in non-agriculture.....	Feb. 15	4,706,000	- 0.6	- 0.1
Total paid workers.....	Feb. 15	4,274,000	- 0.6	- 0.3
<i>Registered for work, NES (b)</i>				
Atlantic.....	Feb. 13	131,100	+ 7.8	+46.0
Quebec.....	Feb. 13	262,600	+ 4.2	+48.4
Ontario.....	Feb. 13	245,400	+ 5.0	+54.8
Prairie.....	Feb. 13	115,700	+ 6.5	+48.1
Pacific.....	Feb. 13	99,500	- 1.7	+39.4
Total, all regions.....	Feb. 13	854,300	+ 4.6	+48.7
<i>Claimants for Unemployment Insurance benefit</i>				
Amount of benefit payments.....	Feb. 1	834,544	+12.1	+52.9
Amount of benefit payments.....	January	\$60,759,645	+90.3	+81.7
<i>Industrial employment (1949 = 100)</i>				
Industrial employment (1949 = 100).....	Jan. 1	117.6	- 4.0	- 3.1
Manufacturing employment (1949 = 100).....	Jan. 1	109.1	- 3.7	- 5.0
<i>Immigration</i>				
Immigration.....	Year 1957	282,164	—	+71.2 (c)
Destined to the labour force.....	Year 1957	151,511	—	+66.4 (c)
<i>Conciliation Services</i>				
Number of cases in progress.....	January	658	—	—
Number of workers involved.....	January	211,174	—	—
<i>Strikes and Lockouts</i>				
No. of days lost.....	February	63,400	—	+129.1 (c)
No. of workers involved.....	February	13,921	—	-29.0 (c)
No. of strikes.....	February	31	—	- 6.1 (c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Jan. 1	\$66.45	- 4.0	+ 4.5
Average hourly earnings (mfg.).....	Jan. 1	\$1.66	+ 1.3	+ 4.9
Average hours worked per week (mfg.).....	Jan. 1	40.5	- 0.3	- 1.7
Average weekly earnings (mfg.).....	Jan. 1	\$67.11	+ 1.1	+ 3.1
Consumer price index (av. 1949 = 100).....	Feb. 1	123.7	+ 0.2	+ 2.7
Real weekly earnings (mfg. av. 1949=100).....	Jan. 1	130.4	+ 0.9	+ 0.5
Total labour income.....\$000,000	December	1,288	- 2.1	+ 3.2
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	January	258.9	- 0.8	- 4.8
Manufacturing.....	January	249.3	- 0.8	- 7.6
Durables.....	January	304.4	+ 2.9	- 9.5
Non-Durables.....	January	214.0	- 4.0	- 5.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October 1957, *Labour Gazette*.

(b) See inside back cover, October 1957, *Labour Gazette*.

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

# Labour-Management Relations

## The Bargaining Scene

RAILWAY negotiations were again the highlight of the bargaining scene during the past month. The conciliation board, headed by Mr. Justice H. F. Thomson, began its hearings of the dispute between the railway companies and their 128,000 non-operating employees. News releases indicate that the workers based their demand for a wage increase of approximately 35 cents an hour on changes in the average hourly earnings in the durable goods industry. Railway management, on the other hand, maintains that a large proportion of the workers are already receiving wage rates above the average paid for similar occupations in industry generally. Demands for extensive changes in fringe benefits are supported by the unions by references to industrial practices outside the railways.

The Kellock Commission findings on the employment of firemen on diesel units gave rise to the basic proposal of the Canadian National Railways for changes in its agreements with the Brotherhood of Locomotive Firemen and Enginemen (CLC): The Brotherhood has, however, presented demands including an 18-per-cent advance in mileage rates and certain rule changes. This dispute has now gone to conciliation, H. R. Pettigrove of the federal Department of Labour having been appointed as conciliation officer. Similar agreements on the Canadian Pacific Railway do not expire until the end of May. Following the announcement of intention by the CPR to implement the Kellock findings the union is placing the dispute before the Railway Board of Adjustment.

The marked increase in bargaining activity over last month will be noted from the bargaining scene table on the opposite page. Much of the increase, involving some 15,000 workers, is in the paper industry. Bargaining has now been scheduled over the next two to three months in Ontario and Quebec. In Newfoundland, bargaining for some 15,000 woodworkers will be delayed as the vote of the workers on whether they will change affiliation from the Newfoundland Lumberman's Association to the International Woodworkers of America (AFL/CIO-CLC) will not be completed until mid-April.

Important bargaining beginning in March involves the United Packing-house Workers of America and the major meat-packing companies across Canada—Canada Packers, Limited; Swift Canadian Co. Limited; and Burns and Company. The union has announced bargaining objectives which include equalization of all rates to the highest in the industry, increased changes in pension and life insurance provisions, and an increased rate of pay for weekend work. Other important bargaining which has just begun is that between the United Steel Workers of America and the Steel Co. of Canada Limited. This is the first of the important primary steel negotiations scheduled to take place this year.

Only three settlements were reported this month among the major agreements. These were with the Hat Manufacturers Association of Montreal, and with the bindery shops and painting contractors of Toronto. These settlements involved wage changes of 10 to 30 cents an hour on agreements of one to three years: statutory holidays and vacations showed no new patterns.

## THE BARGAINING SCENE MARCH 15, 1958

Bargaining Units of 1,000 or More Employees

February 1, 1958 to April 30, 1958

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<b>In Negotiations and Terminating in Period:</b>	64 agreements, 274,000 workers
Bargaining carried over from January:	22 agreements, 168,300 workers
Terminating in period Feb. 1—Apr. 30:	42 agreements, 105,700 workers

**Settlements Achieved Feb. 15—Mar. 15:** 3 agreements, 4,250 workers

### Major Terms of Settlements (preliminary information)

#### Wages and Duration—

- 1 agreement, covering 1,050 employees, is effective for one year
- 1 agreement, covering 1,700 employees, is effective for two years
- 1 agreement, covering 1,500 employees, is effective for three years
  - 1 agreement, covering 1,500 employees, provides an increase of 30 cents per hour over three years.
  - 1 agreement, covering 1,050 employees, provides an increase of 20 cents per hour for males, 12½ cents per hour for females for one year.
  - 1 agreement, covering 1,700 employees, provides an increase of 10 per cent the first year plus 2 per cent towards welfare benefits and 3 per cent for second year.

#### Reduction in hours—

- 1 agreement, covering 1,500 employees, reduces hours from 40 to 38¾.

#### Statutory Holidays—

- 1 agreement, covering 1,700 employees, provides for 2 additional statutory holidays.

<b>Negotiations Continuing at March 15:</b>	44 agreements, 219,350 workers
Bargaining in progress:	30 agreements, 69,900 workers
Conciliation in progress:	12 agreements, 146,450 workers
Arbitration in progress:	1 agreement, 1,500 workers
Work stoppage:	1 agreement, 1,500 workers
<b>Other Agreements Terminating in Period:</b>	17 agreements, 50,400 workers

### Other Negotiations

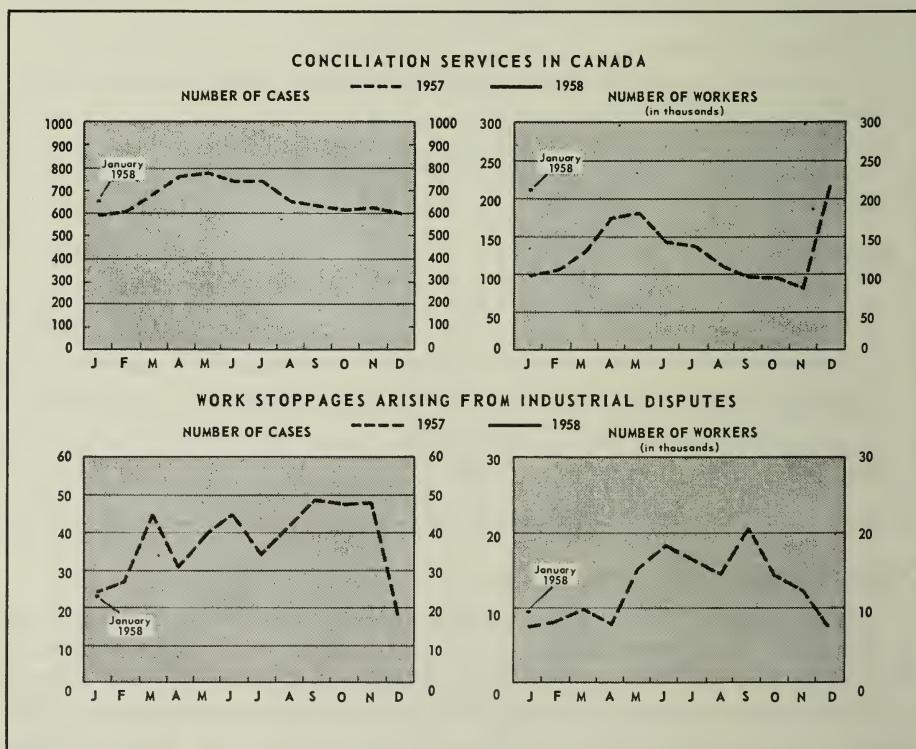
Two important settlements occurred in the Montreal area at the end of February. A 5-cent hourly increase was awarded to Montreal Clothing Workers by Carl H. Goldenberg, QC, arbitrator in a labour dispute between the Amalgamated Clothing Workers (CLC) and the Montreal Clothing Association. The increase, effective May 25, will affect some 12,000 clothing

workers in the Montreal area after it has been incorporated into decree. Similarly a settlement on the basis of a two-year contract with the Montreal paper box industry, which includes an hourly wage increase of 10 cents for male and 8 cents for female employees, and a reduction in the work-week, will affect some 2,000 employees when incorporated in a decree.

There has been a considerable decrease over the past month in the number of man-days of idleness resulting from strike activity. The termination of the strike in the pulp and paper industry in British Columbia was the major contributing factor. However, at the time of writing, the major industrial disputes in progress involved construction projects in British Columbia. The International Brotherhood of Electrical Workers and the International Brotherhood of Teamsters both began strikes against employers in a number of heavy construction projects early in March. The dispute has shut down work on major construction projects in the province.

### Conciliation Statistics

The accompanying charts on the workload of the conciliation procedures in Canada show that the number of cases being processed increased between December 1957 and January 1958. The number of workers covered by conciliation procedures was unusually high because of the non-operating railway workers' dispute and the dispute with firemen on the Canadian National Railways. Excluding the railway workers, the number of workers in conciliation was slightly lower than a month earlier and a year earlier. Actual figures of conciliation services will appear monthly in the Current Labour Statistics table on page 233.

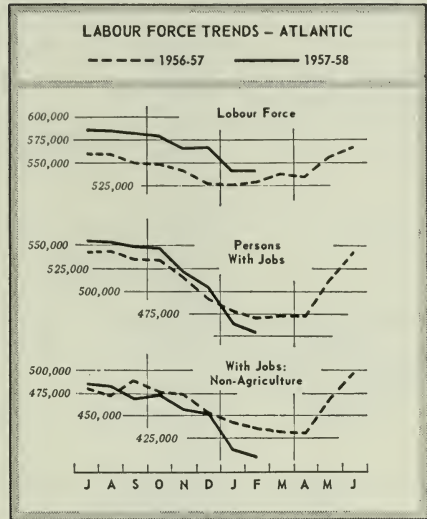




# Manpower Situation in Local Areas

## ATLANTIC

TOTAL employment in the Atlantic region was estimated at 453,000 at February 15, a decline of 11,000 from the previous month and of 17,000 from a year earlier. Seasonal slackening in construction, transportation, fishing and fish processing and cutbacks in lumber and pulpwood operations accounted for most of the employment decline during the month. A number of layoffs occurred also in certain parts of manufacturing because of a shortage of orders. The largest layoff, involving approximately 100 workers, occurred at Bowater's pulp and paper mill. A considerable amount of short-time work prevailed in manufacturing industries during the month, particularly in confectionery and food processing plants. Job opportunities in the trade and service industries were somewhat fewer than a year before.



Employment declined more than usual during January and February as cutbacks in the production of lumber and pulpwood reduced forestry employment to the lowest level in several years. Forestry employment normally rises rapidly during the winter months, counteracting layoffs in other seasonal industries. This year, however, the usual trend was reversed, so that by the end of February forestry employment was about 50 per cent lower than last year. There was no evidence of an early improvement in this industry; heavy inventories of lumber and pulpwood existed in most areas and marketing of forest products remained very slow. Labour requirements for the spring drives will be smaller than usual this year.

Manufacturing employment continued to be lower than last year. Saw and planing mills, pulp and paper mills and transportation equipment recorded declines of 12 per cent, 7 per cent and 5 per cent respectively. Food and beverage plants, on the other hand, showed a slight improvement over a year earlier. Employment differed very little from last year in iron and steel products plants despite the fact that a slight decline was recorded during the month.

Unemployment reached record levels in almost all areas by the end of February. Only one area was reclassified during the month, from the moderate to the substantial surplus category. With this change all but one of the 21 areas in the region were in the substantial surplus category at March 1. At the same date last year, 18 were in the substantial surplus and three in the moderate surplus category.

# CLASSIFICATION OF LABOUR MARKET AREAS—MARCH 1, 1958

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Calgary Edmonton Hamilton Montreal Quebec-Levis St. John's Toronto Vancouver-New Westminster Windsor Winnipeg	Ottawa-Hull		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000, 60 per cent or more in non-agricultural activity)	Brantford Corner Brook Cornwall Farnham-Granby Ft. William-Pt. Arthur Guelph Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or <b>SAINT JOHN</b> ← Sarnia Shawinigan Falls Sherbrooke <b>SUDBURY</b> ← Sydney Timmins-Kirkland Lake Trois Rivières	Halifax Kingston Kitchener London Victoria		
<b>MAJOR AGRICULTURAL AREAS</b> (labour force areas 25,000-75,000, 40 per cent or more in agriculture)	Charlottetown Chatham Lethbridge North Battleford Prince Albert Red Deer Rivière du Loup Thetford-Megantic- St. Georges Yorkton	Barrie Brandon Moose Jaw Regina Saskatoon		
<b>MINOR AREAS</b> (labour force 10,000-25,000)	Bathurst Beauharnois Belleville-Trenton Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drummondville Edmundston Fredericton Gaspé Grand Falls Kamloops Kentville Lachute-St. Thérèse Lindsay Medicine Hat Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie Prince George Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jérôme St. Hyacinthe St. Stephen Sault Ste. Marie Simcoe	Brampton Drumheller Galt Goderich Listowel St. Jean St. Thomas Stratford Walkerton  <b>GROUP 1 Cont'd</b> Sorel Summerside Swift Current Trail-Nelson Truro Valleyfield Victoriaville Weyburn <b>WOODSTOCK-            INGERSOLL</b> ← Woodstock, N.B. Yarmouth		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover of October 1957, *Labour Gazette*.

## Local Area Developments

**St. John's** (metropolitan). Remained in Group 1. Unemployment continued to rise in this area during February, reaching a much higher level than in the same month last year. Pulpwood hauling operations continued to be hampered by unusually mild weather. Job opportunities in service occupations declined further during the month as a result of reduction in civilian personnel at the military air base at Pepperell; progressive layoffs involving 145 civilian workers will continue until the end of June.

**New Glasgow** (major industrial). Remained in Group 1. Most manufacturing plants in the area were reported to be operating at reduced capacity owing to a shortage of orders.

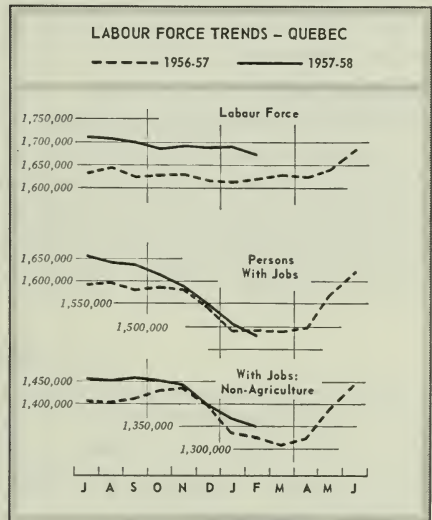
**Saint John** (metropolitan). Reclassified from Group 2 to Group 1. Employment showed a moderate decline at the Saint John dry dock during the month. Employment prospects brightened, however, as two large contracts were awarded during the month. Conversion work on the supply ship *Labrador*, for example, was expected to provide employment for about 18 months.

## QUEBEC

EMPLOYMENT declined sharply in the Quebec region in February, falling more steeply than in the last three years. At February 15, the number of persons with jobs in the region was estimated at 1,478,000, a decrease of 26,000 from a month before and of 15,000 from a year earlier.

The drop during the month was partly the result of the continued reduction in pulp-cutting activity, particularly by farmers on their own woodlots. The number of persons without jobs and seeking work increased at a less-than-seasonal rate but the figure, at 194,000, continued to be much higher than a year earlier and represented 11.6 per cent of the labour force, compared with 7.9 per cent in February 1957.

Employment declined seasonally in forestry, construction, transportation and the services. Hauling of pulpwood was virtually completed by the end of the month despite delays caused by bad weather. Employment in the woods was down 50 per cent from last year, and loggers accounted for more than half the year-to-year increase in registrations at NES offices. There were continued layoffs in base metal mining, but the outlook in asbestos mining was brightening after the slump of past months. Employment in the manufacture of leather goods and of women's and children's clothing rose seasonally during the month, though activity remained slow in men's wear and woollen goods. Short-time work prevailed in textile plants and some layoffs occurred as mills operated well under capacity. Employment declines were also registered in the manufacture of pulp and paper and iron and steel products,



particularly in the smaller machine shops and in plants making structural steel and boiler plates. There were signs, however, that employment had stabilized in both these industries. Construction was at its seasonal low but new housing units started at the beginning of the year were higher than in 1957 or 1956 and prospects for a rapid spring pickup in this sector were good.

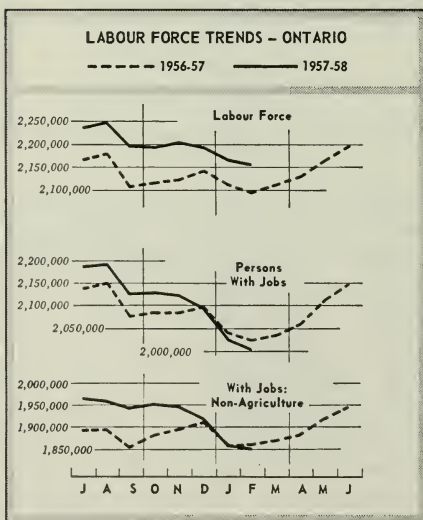
None of the 24 labour market areas in the region was reclassified during the month. At March 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 23 (21); in moderate surplus, 1 (3).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 1. Registrations for work at NES offices remained steady during the month, showing only a small seasonal increase in construction and service occupations and a small non-seasonal increase in primary textiles and clerical occupations. Registrations from clothing and leather workers declined seasonally. Activity rose in the manufacture of food products, boots and shoes, and women and children's clothing; however, some 2,000 workers in the manufacture of hats were on strike during February. Production remained slack in the manufacture of iron and steel products and in the aircraft industry. A considerable volume of inside work was being done on buildings so that fewer skilled construction tradesmen were unemployed than last year.

**Quebec-Levis** (metropolitan). Remained in Group 1. NES registrations from construction workers and loggers rose seasonally during the month. Hauling of pulpwood was nearly completed. Registrations of secondary textile workers decreased as the manufacture of clothing rose seasonally, though the BVD Co. Ltd. in Levis laid off some 250 workers. At the Montmorency cotton mill, most of the employees were working on short time. Short time also prevailed at pulp and paper plants. A good season was expected at the Levis shipyards.

## ONTARIO



EMPLOYMENT in Ontario continued to decline during the month. The number of persons with jobs at February 15 was estimated to be 2,003,000, a decline of 22,000 since mid-January and of 20,000 from a year earlier. Agricultural employment accounted for more than half of the month-to-month decline. The number of persons without jobs and seeking work increased by 13,000 from the previous month and was much higher than a year before.

The decline in employment opportunities was due to both seasonal and non-seasonal causes. Cold weather and heavy snowfalls resulted in further reduction in construction activity but the rate of decline was lower than in the

previous month and total construction employment remained higher than last year. Employment in forestry showed a slight decline during the month, following the completion of log hauling in some areas, and continued to be much lower than last year.

Manufacturing employment in January was down about 5 per cent from a year earlier and this spread appears to have been maintained during February. The average level of employment in the automobile industry appeared to be much the same as in January. The number of motor vehicles produced in February was only slightly lower than in the previous month, although total production since the beginning of this year was 21 per cent below that in the same period last year. The reduced level of activity in the automobile industry affected production and employment in automotive parts and accessories and in the industries producing raw materials for the automobile industry, such as iron and steel, textiles, rubber, and glass.

The iron and steel industry continued operating well below capacity; reduced work weeks and small layoffs continued, particularly in structural steel and heavy industrial machinery. There were, however, also some signs of improvement in this industry, mainly in the production of sheet metal products, road building machinery, and agricultural implements. A slight increase in seasonal activity was reported in secondary textiles but total employment in textiles continued to decline during the month and showed a considerable drop from the previous year. The appliance industries remained slack; staff reductions occurred in a number of plants. The service industries showed a slight seasonal decline but remained well above last year's level. Employment in trade continued to rise and was considerably higher than a year ago.

Two of the 34 labour market areas in the region were reclassified during the month from the moderate to the substantial surplus category. At March 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 22 (6); in moderate surplus, 12 (25); in balance, 0 (3).

### Local Area Developments

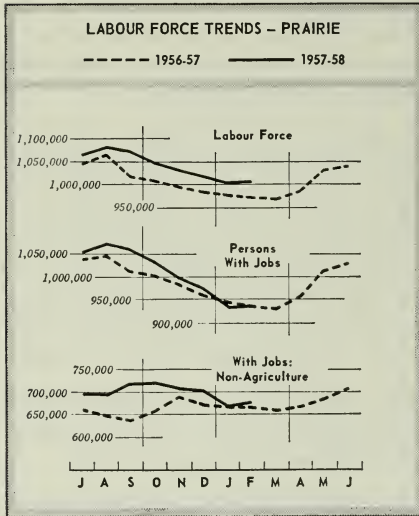
**Metropolitan Areas.** Classification unchanged. *Hamilton* (Group 1)—Unemployment showed a further slight increase during the month. Iron and steel, automotive and electrical apparatus industries were mainly responsible for the reduced level of activity. Employment in the farm implements industry showed some further gains. Construction employment declined owing to weather conditions. *Ottawa-Hull* (Group 2)—Employment declined slightly during the month, particularly in construction and forestry. Production of newsprint showed a slight increase. The wood products industry continued operating at a reduced level. *Toronto* (Group 1)—Unemployment continued to increase during the month but the increase was much smaller than a month before. Activity in the iron and steel products industry in general remained low, although some plants showed signs of improvement. Farm implement production continued to increase. The electrical apparatus industry continued operating at a reduced level. Textiles showed a slight seasonal improvement. *Windsor* (Group 1)—Registrations at the NES office at the end of the month showed a considerable decline because of a temporary recall of automobile

workers during the reporting week. Short-time layoffs in the automobile industry continued during the month. Construction and the iron and steel industries contributed to unemployment.

**Sudbury** (major industrial). Reclassified from Group 2 to Group 1. Unemployment increased, mainly as a result of layoffs of loggers and lumbermen. Employment in mining showed little change.

**Woodstock-Ingersoll** (minor). Reclassified from Group 2 to Group 1.

## PRAIRIE



THERE was little change in the Prairie labour market during February. At mid-month, persons with jobs were estimated at 935,000, virtually unchanged from the previous month and from the previous year. Agricultural employment was lower than last year, but this was offset by a gain of 1.4 per cent in non-farm industries. Unemployment was about the same as a month earlier but much higher than last year.

Employment in manufacturing, on the whole, remained higher during the second half of 1957 than a year before but there was a gradual weakening towards the end of the year. Employment trends of individual manufacturing industries during this period were not

uniform. The iron and steel industry recorded a more-than-seasonal decline, which was most marked in Alberta, reflecting the drop in construction activity and a slowdown in the oil industry. In the transportation equipment industry, employment during the summer months was higher than a year earlier but the seasonal decline during the fall was more marked. The food and beverage industry maintained higher employment throughout 1957 largely because of a sharp increase in livestock marketing. There was no significant change in the trends in the first part of 1958.

During the last half of 1957, a decline in non-residential construction employment was partially offset by an upturn in housebuilding, and in the first two months of 1958 residential construction activity continued to be substantially higher than a year earlier. In addition, there were signs of recovery in other types of building construction. The total value of contracts awarded for non-residential work in December and January was almost 80 per cent higher than a year before.

The transportation industry, which plays a relatively more important part in the Prairie region than elsewhere, showed a year-to-year gain in employment of 3.5 per cent during the third quarter of 1957. During the winter months, however, the employment trend declined as a result of smaller grain and coal shipments.

None of the 20 labour market areas in the region was reclassified during the month. At March 1, the area classification was as follows (last year's figures in brackets): in substantial surplus 15 (4); in moderate surplus 5 (16).

## Local Area Developments

**Calgary** (metropolitan). Remained in Group 1. Unemployment rose slightly during February as further seasonal layoffs occurred in the construction industry, in foundries and machine shops. There was some increase in exploration activity.

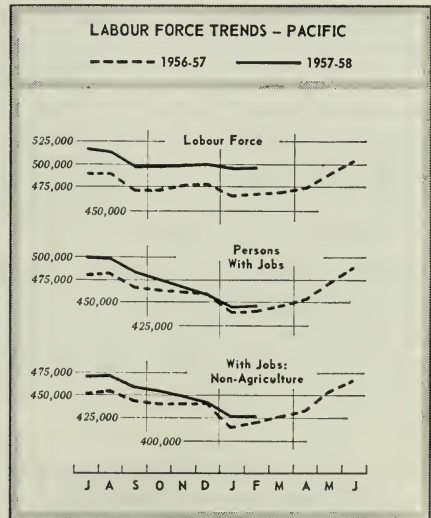
**Edmonton** (metropolitan). Remained in Group 1. Seasonal layoffs in manufacturing contributed to a slight increase in unemployment. There was a noticeable increase in geophysical activity in the northern part of the province.

**Winnipeg** (metropolitan). Remained in Group 1. Employment showed little change during the month. A number of firms, producing mainly for the construction industry, laid off some workers. There was, however, a slight increase in other parts of manufacturing towards the end of the month, notably in clothing firms.

**Fort William-Port Arthur** (major industrial). Remained in Group 1. There was a further, though moderate, rise in unemployment as activities in construction and lumbering industries declined. Grain elevators were filled to capacity and as a result progressive layoffs continued. Some pulp and paper plants laid off a few workers and were operating on short time; others, however, were producing at near capacity.

## PACIFIC

EMPLOYMENT in the Pacific region was estimated to be 445,000 at February, slightly higher than in January and 4,000 higher than a year before. Unemployment began to decline during the month, following resumption of normal operations after settlement of the strike in the pulp and paper industry. Unemployment was still much higher than last year at this time but the level of employment was also higher. The main contributing factor was the heavy movement of labour into the province in 1957; the increase in the labour force during the twelve months ending February 1958 was about 6 per cent, compared with a national average of 3.2 per cent.



Employment was higher than in February 1957 in transportation, as heavy shipments of grain, lumber, and pulp and paper provided more work for stevedores, and higher than a year earlier in finance, public utility operation and trade. Logging employment gained little from the re-opening of the pulp and paper mills and remained lower than last year, large inventories of logs and chips having been built up during the strike. Manufacturing employment was still slightly lower than last year despite the return of pulp and paper mill workers to their jobs; during the month workers were being rehired in the shipbuilding, chemicals and sawmilling industries.

Lumber production in December was 4 per cent higher than a year before. This increase, the first since 1956, resulted in some rehiring. Total lumber shipments during the last quarter of 1957 were 8 per cent higher than a year before; in December, they were 15 per cent higher, with important increases in sales to the Canadian, United States and United Kingdom markets. Preliminary information indicates that this favourable trend in lumber sales has continued in the first part of this year, bolstered by increased housing starts in Canada and United States. Lumber inventories at January 1, 1958 were nearly 3 per cent lower than a year before.

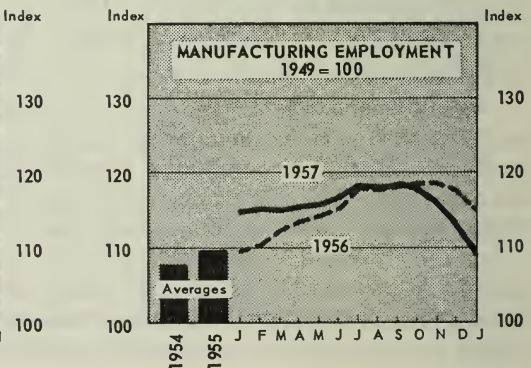
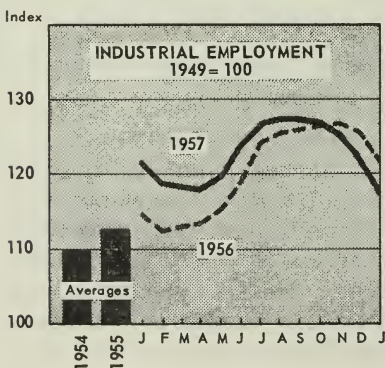
Mining employment continued to be lower than in 1957, a sizeable layoff resulting from the decision to close operations at Britannia Beach. Construction employment increased during the period but was lower than a year before. New residential construction in January was greater than in the first two months of 1957 combined, but cutbacks in other sectors reduced the total amount of construction activity below the January 1957 level.

There were no changes in area classification during February. At March 1, classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in substantial surplus, 9 (8); in moderate surplus, 1 (2).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 1. Employment increased during February to a higher level than a year before. Unemployment continued to decline from the January peak but was still considerably higher than last year. Manufacturing employment climbed to about the same level as a year earlier, mainly as a result of the reopening of the pulp and paper mills. Chemical workers who had been laid off during the strike also returned to their jobs. Sawmill and shipbuilding production increased, resulting in the rehiring of some workers. Construction employment, particularly in housing, increased during the month and appeared to be higher than a year ago. Employment in the transportation and communication industries was considerably higher than in the same month last year.

**Victoria** (major industrial). Remained in Group 2. Employment continued to be slightly lower than a year before. Unemployment increased during the month, mainly among women. Manufacturing employment showed a year-to-year decline, although sawmills operated at close to normal levels for this time of year and some workers were rehired in the shipbuilding and chemical industries.





# NOTES OF CURRENT INTEREST

## **U.S. Unemployment Total Soars Million in Month**

At mid-January this year, 4,494,000 persons—5.8 per cent of the United States civilian labour force—were out of work, according to statistics issued last month by the Commerce and Labour Departments. The figure was 1,120,000 above that for mid-December, and the largest since the Government began keeping figures in 1941.

A report on unemployment insurance issued a week later, however, showed that new claims for benefits at mid-February continued a decline begun in mid-January. While the volume of insured unemployment continued to rise to record levels, the rate of increase slowed.

In Britain the unemployed total at mid-January was 395,527, or 1.8 per cent of the total labour force. The figure represented a rise of 60,058 from mid-December, the Ministry of Labour announced.

### **European Countries**

Other European countries reporting increased unemployment include West Germany, Belgium, Sweden, Finland and Italy, the latter recording a figure of 1,800,000. France, on the other side of the picture reported practically no one was out of a job. Many French citizens, it is pointed out, are serving with the armed services in Algeria.

The U.S. Government has taken the position that the current economic decline is temporary and that no extraordinary measures are required to combat the situation.

Recently, President Eisenhower sought to assure the nation that it was not facing a prolonged recession. In a public statement he asserted that there was every indication of a "pick-up in job opportunities" beginning in March. That should mark the "beginning of the end of the downturn in our economy, provided we apply ourselves with confidence to the job ahead," he said.

Meanwhile, the labour viewpoint that wage increases would be the key to curing the current recession won the backing of the Conference on Economic Progress.

The Conference, a study group with labour, business, agricultural and academic members, issued a report in January that

called for sharply higher wages, higher consumption, much larger government spending, and a tax cut to benefit low-income families.

## **Ont. Aids Municipalities With Works Programs**

The Ontario Legislature last month allotted \$5,000,000 to pay direct labour costs of municipal works programs undertaken before May 31 this year, to aid unemployed who are not eligible for unemployment insurance.

Out of this amount, the Ontario Government will pay 70 per cent of the direct labour costs of municipal works programs that meet the requirements.

Premier Frost said further amounts would be forthcoming should the need arise.

The program is not designed, he emphasized, to provide funds for projects that would normally have been undertaken by a municipality. Provincial assistance will apply only to the amount by which a municipality's expenditures for wages in the period February 15 to May 31 exceeds its expenditures of the same kind in the corresponding period last year.

A week after Premier Frost's announcement, the Toronto Board of Control began a program expected eventually to employ up to 1,000 men. The men will be employed cleaning up parks, lanes, boulevards, and city properties.

## **Name New Chairman of Rail Conciliation Board**

Hon. Michael Starr, Minister of Labour, announced February 13 that Hon. Mr. Justice H. F. Thomson of Regina had been appointed Chairman of the conciliation board in the dispute between a number of Canadian railways and their non-operating employees.

Mr. Justice Thomson, of the Saskatchewan Court of Queen's Bench, succeeds Hon. C. P. McTague, Q.C., who withdrew from the chairmanship as a result of the position taken by the union's joint negotiating committee (L.G., Feb., p. 140).

## **Publish More Details of British Diesel Agreement**

More details of the agreement on the manning of diesel and electric trains on British railways (L.G., Feb., p. 140) are now available. The agreement was reached between the British Transport Commission and two unions—The Associated Society of Locomotive Engineers and Firemen, and the National Union of Railwaymen—after 19 months of negotiations. It became effective January 1.

A driver alone will now operate a non-stop passenger train only for distances up to 100 miles or four hours running time. Passenger drivers will not be asked to work single-handed for more than six hours or 200 miles in a day.

On freight trains fitted with a vacuum brake, the maximum non-stop distance is 75 miles and the total distance in a day is 150 miles.

Single-handed operation will not normally be permitted between midnight and 6 a.m.

In the past, normal promotion has been from cleaner to fireman to driver. It has been guaranteed that railwaymen will not be dismissed because of redundancy if they are prepared to accept downgrading or transfer to another department within reasonable distance of his home.

Fireman who are not appointed drivers will receive the first-year driver's rate after 15 years, the second-year rate after 18 years, and the third-year rate after 21 years.

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## **Grant Bargaining Rights To 2 Canadian Arsenals**

Employees of two plants of Canadian Arsenals Limited, at Long Branch and Lindsay, Ont., will be brought back within the scope of the Industrial Relations and Disputes Investigation Act effective April 1, Hon. Michael Starr, Minister of Labour, announced last month.

These employees will now have the same rights and obligations under the Act as employees of private companies under federal jurisdiction. The Act provides for the certification of bargaining agents, a procedure for collective bargaining, the negotiation of collective agreements, and provision for conciliation of labour disputes.

Employees of Canadian Arsenals Limited were excluded from provisions of the Act when it was passed in 1948. Some 1,500 workers are employed in the two plants.

Claude Jodoin, President of the Canadian Labour Congress, expressed astonishment and disappointment that only two plants of Canadian Arsenals had been granted collective bargaining rights. In a telegram to the Minister, he pointed out that other Canadian Arsenals projects in Ontario and Quebec remain excluded from the terms of the Act.

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## **Department Represented At Meeting in Geneva**

For the first time in the history of the United Nations Commission on the Status of Women, a Canadian was among the 18 representatives present when the Commission's 12th session convened in Geneva on March 17.

Canada was elected last May by the U.K. Economic and Social Council, the body to which the Commission reports, to serve a three-year term on the Commission (L.G., Dec. 1957, p. 1454).

Canada's representative, Mrs. Harry S. Quart, MBE, is accompanied by Miss Marion V. Royce, Director, Women's Bureau, Department of Labour, and Neill Currie, Department of External Affairs, who are serving as advisers to Mrs. Quart.

Some details of the agenda for the session are given on page 264.

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## **Manitoba, N.B., to Enter National Health Plan**

Legislation to implement entrance into the national hospital insurance plan was forecast in the Speech from the Throne last month in the Legislatures of New Brunswick and Manitoba.

In the Ontario Legislature the intention to introduce legislation setting up a commission to integrate provincial laws dealing with human rights was announced. Amendments to the Workmen's Compensation Act to widen its application were also mentioned, as well as the introduction of a new General Welfare Assistance Act to replace the Unemployment Relief Act.

The governments of New Brunswick and Manitoba announced that assistance to education would be increased. New Brunswick, it was stated, must cope with an annual increase of about 5,000 students. Manitoba will pay more money for mothers' allowances, double grants for hospital construction, and supplement funds to pay for the two increases made in 1957 in old age assistance, disability allowances, and blind persons allowances.

## **1957 Immigration: 282,000, Highest Total since 1913**

Immigration to Canada in 1957 rose to its highest level since 1913, the Department of Citizenship and Immigration has reported.

A sharp increase in the number of British immigrants and the arrival of Hungarian refugees in large numbers contributed to the 1957 total.

The number of immigrants who arrived during the year totalled 282,164, compared with 164,857 in 1956.

Arrivals from the British Isles totalled 112,828, compared with 51,319 in 1956. Hungarian immigrants totalled 29,825, compared with 4,274 in 1956.

Immigration from the United States totalled 11,008, the highest level in several years. German immigrants totalled 29,564, Italians 29,443 and Netherlanders 12,310.

Of the year's immigrants, a total of 151,511 were destined for the labour force. The largest proportion of these, 54,376, intended entering an occupation in the fields of manufacturing, mechanical and construction. Another 19,471 intended to enter labouring jobs, 17,574 the service industries, 16,829 clerical work and 16,040 professional employment. Work in agriculture was the intended occupation for 10,838.

## **Says Reluctance to Hire Over 45s Is Mistake**

It is a mistake on the part of industry and commerce to hesitate to hire men over 45 years of age, in the opinion of Dr. Harold N. Segall, Montreal heart specialist.

He believes that with the developing of our more modern technology as the basis for modern life, "the time will come when the most valuable man in a firm will be between 45 and 60 years of age".

Dr. Segall pointed out, in a speech in connection with National Health Week, that "with more complex technology, the technicians who will manage our industries and our social services will be people of higher training.

"These people should remain in vigorous health until the late 60's or 70's working full time at their special tasks. An investment of about 30 years in education and training calls for at least a dividend of productive work for an equal or somewhat greater number of years."

## **Output Of Young And Old Varies Little—U.S. Survey**

Little difference in output per man-hour between younger and older workers was found by the United States Bureau of Labour Statistics in a study of the performance of the semi-skilled in 22 factories.

The Bureau found that from the peak years, 23 to 34 years of age, until after age 64 the average decline in output was seldom more than 8 per cent among men or women. But, it pointed out, even this figure is misleading because of variations.

For example, in footwear plants, as many as 35 per cent of the women in the 55 to 64 age-group had a greater hourly output than the average for the age-group 35 to 44. In 11 household furniture plants as many as 34 per cent of the men in the 55 to 64 age-group exceeded the average production output of men of age 35.

## **90,000 Canadians Receive Old Age Assistance**

The number of persons receiving old age assistance in Canada increased from 89,726 at September 30, 1957 to 90,127 at December 31, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$6,429,962.43 for the quarter ended December 31, 1957, compared with \$5,888,481.48 in the preceding quarter. The higher increase was due to amendments to the Act, effective November 1, 1957, increasing the maximum allowance from \$46 to \$55 a month and the amounts of maximum income allowed. Since the inception of the Act, the federal Government has contributed \$121,227,035.42.

At December 31, 1957, the average monthly assistance in the provinces paying a maximum of \$46 a month ranged from \$41.70 to \$43.88, except for one province where the average was \$36.86. In Newfoundland, which pays a maximum of \$40 a month, the average was \$39.55. The average monthly assistance in the provinces paying a maximum of \$55 a month ranged from \$51.94 to \$53.36.

## **MINISTER TO ADDRESS MEETING**

Hon. Michael Starr, Minister of Labour, will be one of the speakers at the 16th annual conference of the Personnel Association of Toronto, scheduled for April 17 and 18.

Theme of this year's conference is "Personnel in Perspective".

## **Find More Automation In Office than in Plant**

Automation is being used more and more in the performance of accounting functions in almost every type of industry but is much less common in operating and service departments, it was found in a recent survey by the Bureau of National Affairs in the United States.

It was also found that most companies that have introduced automation have decreased their work force considerably but have largely absorbed the displaced employees, have generally raised skill levels, provide more training of both workers and supervisors, and have raised wage rates, usually upwards.

## **Automation Less Serious In Office than Industry**

Owing to a high turnover and a shortage of labour, the large proportion of women employed in clerical work, and management's policy of avoiding layoffs, the effects of automation on clerical workers promise to be less serious than in industry generally.

At the same time the employment outlook for office workers in the future is uncertain, and it cannot be taken for granted that white-collar occupations will continue to absorb an increasing proportion of the labour force, as they have in the past.

This is one of the main conclusions tentatively reached in an article entitled "Automation and the White-Collar Worker", by Jack Stieber, published in *Personnel* magazine for November and December 1957. The magazine is published by the American Management Association.

The definition of "office automation" adopted by the writer of the article is the use of both general and special purpose computing machines which can record and store information, and can perform simple and complex mathematical operations on this material.

The writer believes that the demand for greater skill and higher qualifications attributed to automation in the office has probably been exaggerated. Although there will be some rise in requirements, most workers will continue to do much the same work as before, or work requiring about the same amount of skill.

Most of the new jobs that are created by automation in the office, he suggests, can be filled by promoting or transferring members of the existing staff. The workers who are qualified to fill the new posts,

however, will not necessarily, or even usually, be the ones whose jobs have been abolished.

As long as employers continue to find other work for those displaced, and to promote present employees whenever possible, the response of the employees to office automation is likely to be favourable, the article says.

The evidence suggests that automation may not make it any easier to unionize white-collar workers, Mr. Stieber thinks. In fact it may make organizing more difficult, because the workers who will have to be organized will be those who continue to be employed (some at better paying jobs), not those who are adversely affected, he points out.

## **Give Two Years Notice Of Automated Machine**

Within two years British shipbuilders are expected to adopt a revolutionary tape-controlled, flame cutting machine that will greatly shorten the time required to build vessels.

Development of the new equipment was announced two years before it will be ready for use in order that trade unions will be fully aware of its implications. Information on the new procedure is already in the hands of the Trades Union Congress.

The manufacturers of the machine and the shipbuilders are hopeful that two years will allow the unions plenty of time for assessing the effects that it will have on workers.

## **Book Reports on Survey Of Automation's Impact**

With automated plants, Management cannot cut costs by layoffs because labour represents a much smaller proportion of manufacturing costs and almost every person manning automated systems is essential.

This is one of the conclusions reached by James R. Bright of the Harvard Business School after surveying the impact of automation in 13 plants in the United States. His findings are reported in a new book, *Automation and Management*, published by the Harvard Business School's Division of Research.

While the book deals mainly with the implications of automation for Management, several of the findings and conclusions are of interest to Labour.

Usually, Mr. Bright states, there will not be a major retraining problem when a plant is automated because operating

labour skills are generally reduced or remain unchanged. A few new direct labour jobs requiring superior skill and a higher degree of responsibility are sometimes created, of course.

Maintenance takes on new significance in the highly automated plant because of the greater loss of production during downtime. Therefore, among other steps that must be taken to avoid costly shutdowns, maintenance men must be carefully trained.

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### **Blind Persons Receiving Allowances Rise to 8,300**

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,275 at September 30, 1957 to 8,312 at December 31, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$917,815.58 for the quarter ended December 31, 1957, compared with \$849,155.19 in the preceding quarter. The higher increase was due to amendments to the Act, effective November 1, 1957, increasing the maximum allowance from \$46 to \$55 a month and the amounts of maximum income allowed. Since the inception of the Act, the federal Government has contributed \$17,883,750.82.

At December 31, 1957, the average monthly allowance in the provinces paying a maximum of \$46 a month ranged from \$44.13 to \$45.80. The average monthly allowances in the provinces paying a maximum of \$55 a month ranged from \$53.77 to \$54.50.

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### **More Disabled Persons Receiving Allowances**

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 35,540 at September 30, 1957 to 38,757 at December 31, 1957.

The federal Government's contribution under the federal-provincial scheme totalled \$2,935,015.39 for the quarter ended December 31, 1957, compared with \$2,453,577.05 in the preceding quarter. The higher increase was due to amendments to the Act, effective November 1, 1957, increasing the maximum allowance from \$46 to \$55 a month and the amounts of maximum income allowed. Since the inception of the Act, the federal Government has contributed \$20,616,304.18.

At December 31, 1957, the average monthly allowance in the provinces paying a maximum of \$46 a month ranged from

\$42.60 to \$45.23. In Newfoundland, which pays a maximum of \$40 a month, the average was \$39.91. The average monthly allowance in the provinces paying a maximum of \$55 a month ranged from \$52.64 to \$54.73.

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### **117,283 Dwelling Units Completed Last Year**

Despite a sharp upturn in starts on the construction of new dwelling units in December, starts in the full year 1957 were about 4 per cent below the 1956 total.

Starts in December rose to 8,241 from 4,074 in the same month of 1956. In the full 12 months, starts were estimated at 122,340, compared with 127,311 in 1956.

At the end of July 1957, starts were down 18 per cent from a year earlier, but since then the gap narrowed steadily.

Completions dropped to 10,472 units in December from 12,455 a year earlier and to 117,283 in the full year from 135,700.

Because of the sharp rise in starts in December, the number of units in various stages of construction at year's end was up almost 6 per cent, to 72,573 from 68,579. At the end of November this total was 3 per cent below a year earlier.

In the United States, starts in 1957 numbered 1,039,200, the lowest number since 1949 and a drop of 7 per cent from the 1956 total. December starts declined a little more than usual to 62,000, slightly below the December 1956 total.

Last year's private total amounted to 989,700 units, the first time since 1949 that it was below the million mark.

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### **Miss Barbara Costello, Labour Economist, Dies**

Miss Barbara Costello, well-known and highly regarded economist with the Economics and Research Branch of the Department of Labour for 32 years, died suddenly last month at the age of 53 years.

Born in Alexandria, Ont., daughter of the late Judge and Mrs. Francis Thomas Costello, she was graduated from Queen's University with a B.A. degree and from St. Patrick's College, Ottawa, with a Bachelor of Sociology degree.

During the Second World War she was active in the Canadian Red Cross Society.

In recognition of her long and faithful service with the Department, in 1953 she received the Queen Elizabeth II Coronation Medal.

## **Manitoba Federation Submits Annual Brief**

Sweeping legislative changes were requested in a brief presented to the Manitoba Government by the Manitoba Federation of Labour. The brief also complained that suggestions made the year before had not been implemented.

Some of the requests made in the new brief are as follows:

—Supplementary allowances of \$20 per month for persons on both old age security pensions and old age assistance.

—A comprehensive health service insurance providing “complete health care, including preventive and diagnostic as well as curative and rehabilitative services by physicians, surgeons and other specialists, hospital and other agencies”.

—Consideration of an interim report from the Turgeon Commission studying the Workmen’s Compensation Act to allow for legislation at this session to provide increased allowances for widows and their children and to cover employees in retail, wholesale and hospital jobs.

—Establishment of a barbers’ fair wage board.

—Appointment of a full-time minister of labour.

The Government was urged to allot contracts to firms having union agreements.

No areas of Manitoba should be excluded from provisions of the Hours and Conditions of Work Act, or the Employment Standards Act, the brief declared.

The Federation also noted that it doubted the Government’s right to enact restrictive legislation against electioneering or spreading of propaganda in an attempt to influence voters for or against a trade union seeking certification.

## **Newfoundland Federation Urges Ban on Injunctions**

Legislation to prohibit the use of injunctions in connection with labour disputes; a joint commission consisting of government, management, and labour representatives to help solve the unemployment problem; and a government investigation into the interest-charging practices of finance companies were among the measures urged by the Newfoundland Federation of Labour in a brief recently presented to the provincial Government.

“The Federation requests the government for legislation to prohibit the use of injunctions in connection with a labour dispute, at least until both sides of the matter have been considered,” the brief

said, pointing out that the intervention of the courts and the “heavy hand” of the law in industrial disputes have sometimes resulted in long periods of bitterness and unrest in relations between labour and management.

In requesting the establishment of a commission on unemployment the Federation said, “This year, because of the mild recession which has swept across North America and due to the influence of several local setbacks, the number of jobless in Newfoundland is to be higher than any time since Confederation.” It contended that “this tri-partite commission would at least be a starting point at which all three forces could combine to attack the unemployment problem.”

The Federation complained that, by advertising easy means of obtaining money, finance companies “annually ensnare” a great many wage-earners, of whom they mulet much money in interest charges. It urged investigation so that some measures of restrictive legislation might be enacted to protect “the unwary borrower from high interest charges”.

Other requests of the Federation included:

—Completion in 1958 of the Trans-Canada Highway.

—Investigation into working conditions of employees in some fish plants, where the workers were said to be required to put up with long hours, few benefits and generally backward working conditions.

—Enactment of labour legislation including a Vacations With Pay Act, an Equal Pay for Equal Work Act, an Hours of Work Act, and a Fair Employment Practices Act.

—Acceptance by the government of the federal Government’s proposal for a jointly financed scheme of hospital care and diagnostic treatment.

## **N.B. Federation Submits 1st Brief since Merger**

A request for provision of funds to municipalities for public assistance in cases where unemployment insurance had expired and persons were unable to obtain work was contained in the New Brunswick Federation of Labour’s first official brief to the provincial cabinet early in February.

The New Brunswick Federation of Labour was created last year with the merger of the former New Brunswick Federation of Labour and the New Brunswick Council of Labour. It claims a membership of 50,000 workers in 250 locals throughout the province.

Among other requests the Federation brief asked the provincial Government to take action on improving housing conditions, on the Chignecto Canal, and on recommended changes in the province's Labour Relations Act.

Federation President James A. Whitebone lead the labour delegation, which asked that the provincial Government proceed with any contemplated work as soon as possible to aid employment. The labour body urged the Government to encourage full processing of raw materials within the province, and that a concerted effort be made to assist in securing federal shipbuilding contracts for the dry dock at Saint John.

### **Housing Commission**

Dealing with housing, the brief requested the setting-up of a housing commission, which would co-operate with municipalities in improving housing conditions. There was a wide field, the brief said, for the clearance of substandard housing in New Brunswick.

An early start was urged on the Chignecto Canal, which would cross the narrow isthmus between New Brunswick and Nova Scotia. The labour group said the canal was "essential to New Brunswick's survival as a shipping province and to future industrial developments".

Despite assurances to the contrary, the brief said, "we are of the conviction inauguration of the St. Lawrence waterways system will divert from our New Brunswick seaports large quantities of shipping that have provided a vital link in the economic structure of the province".

The Federation said it was further concerned about an announcement that consideration is being given to a free port in Newfoundland for Atlantic shipping. "Establishment of such a port would be nothing less than disastrous for New Brunswick's shipping industry," the brief said.

A major part of the brief was devoted to recommended changes in the province's Labour Relations Act. It asked, among other things, for:

—A change in the method of conducting representation votes in union applications for certification, and an amendment to guard against outside pressure in decertification applications by unions;

—Inclusion of provincial government departments under the Act and the granting to unions of government employees the same bargaining rights as those in private industry;

—Provision for a voluntary revocable check-off of union dues, and provision to

prevent employers from attempting to influence employees against the unions during working hours;

—Amendment to eliminate discrimination against municipal and civic employees.

—Authority for the Labour Board to enforce its decisions and rulings.

The Federation also called for:

—The Workmen's Compensation Board to administer and supervise a provincial safety code in industry.

—Consideration by the provincial Government of an expanded system of financial aid to local and municipal governments so that no child would be denied the opportunity of obtaining an adequate education, and extension of free school book distribution to include Grade 13.

—Extension of apprentice training to include the trade of stationary engineer.

—Early implementation by the province of the National Health Insurance Plan.

—An increase in Mother's Allowance from \$80 to \$125 a month.

—Extension of workmen's compensation to cover all those who work for wages, and an increase in benefits to 85 per cent of the injured workman's income.

—An Equal Pay for Equal Work Act;

—A two-week paid vacation for all workers in occupations which do not now provide paid vacations.

The Federation expressed opposition to compulsory arbitration in labour disputes, and asked that the Judiciary Act be amended to make it mandatory for a judge to hear both parties in a labour dispute before granting an injunction.

## **1957 Farm Cash Income Declines 5 Per Cent**

Cash income from the sale of farm products and from participation payments on previous year's Prairie grain crops in 1957 amounted to an estimated \$2,534,800,000, about 5 per cent below the preceding year's \$2,662,100,000 but 7.5 per cent above 1955's \$2,357,100,000, the Bureau of Statistics reported.

The decline, the Bureau said, could be attributed largely to lower returns from the sale of grains, poultry and eggs and to smaller participation payments.

The all-time high cash income estimate was established in 1952, when it reached \$2,849,300,000.

Supplementary payments made under the provisions of the Prairie Farm Assistance Act in 1957 amounted to \$1,900,000 as against \$5,000,000 in 1956 and \$33,300,000 in 1955.

## **N.S. Federation Urges Compensation Changes**

Comprehensive changes in workmen's compensation, and a greater fight against unemployment through the combined efforts of the provincial and federal Governments, were requested by the Nova Scotia Federation of Labour in its annual brief to the provincial Legislature.

The brief also urged action to stop the "liquidation" of the Canadian Merchant Marine, a stepped-up shipbuilding program, bigger royalties on gypsum, full pay for workers on jury duty, new rent control legislation and a series of changes in the Trade Union Act.

Recommended changes in compensation to workmen included: a maximum pension based on 100 per cent of earnings, with a ceiling of \$5,000 and a minimum payment of \$150 monthly instead of \$100; an end to the five-day waiting period; a minimum payment of \$100, instead of \$50, to widows or dependent widowers, with an allowance for each child; and higher pensions for accidents that occurred before 1952.

On certification procedures, the NSFL requested that certification be automatic when the applicant union had signed up a majority in the bargaining unit; a 25-day limit for labour board hearings; and an absolute ban on company unions.

The brief also urged that labour standards be improved by legislation that will provide: a minimum wage of \$1 an hour for men; the five-day, 40-hour week; and two weeks paid vacation after one year of service.

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## **Mine Workers Urge Steps Against Unemployment**

Processing of gypsum in the province "to provide work for Nova Scotians"; expansion of the facilities at the trade training school in North Sydney; and the opening of a new mine in Pictou County were among the requests in the annual brief of the United Mine Workers, District 26, to the Nova Scotia Cabinet.

The brief called for "immediate measures to alleviate the very serious unemployment situation now prevailing in Cumberland, Pictou and Inverness Counties" and for "more positive action" to relieve general unemployment.

The delegation, headed by District President Tom McLachlan, asked for research into the dust problem in highly mechanized mines and stricter enforcement of the safety

section of the Coal Mines Regulation Act dealing with the protection of electric cables.

The brief urged investigation of the possibility of securing coal markets in Ontario, where a large thermal power generator is being considered at Hamilton, and called sales policies "hitherto lackadaisical".

Both federal and provincial governments, the brief said, had enacted emergency measures in Pictou and Cumberland Counties, but such measures were only short-term ones carrying no guarantee the coal industry would be maintained.

The union warned that the completion of the St. Lawrence Seaway and the Trans-Canada pipeline could threaten the Quebec market for Nova Scotia coal—a market which it said absorbed 43.4 per cent of the province's total production. "We cannot afford to wait until either or both of these projects is completed before assessing what effect they are going to have on this part of the country."

Transportation of American coal into Canada "at bargain-counter rates" along the Seaway was seen as a threat to the coal industry. American carriers bringing ore from Canada to the United States would not return empty, the brief said, "and the logical cargo is cheap American coal".

The union said it had asked the federal Government on several occasions to give some positive indication of the effect of the Seaway on Maritime industry but has received "no reply of any significance".

The brief praised the provincial Government for its long-range proposals to stimulate industrial expansion. It felt that both levels of government were "now determined to make a bid for more and cheaper power and to make a more extensive use of coal".

An amendment to the Coal Mines Regulation Act which would provide that insulation of all system power circuits be measured and recorded every two years was asked in the brief. A review of sections dealing with diesel locomotives was also asked.

The union requested an interim report from the Royal Commission on Workmen's Compensation on Section 91 of the Act, which provides different arrangements for medical care for coal miners than are provided for workers in other industries.

Requested changes in the Compensation Act were for an increase in the benefits from 70 to 75 per cent, with maximum salary allowance set at \$3000, the inclusion of pneumoconiosis—a disease resulting from dust inhalation—as a compensable disease, the granting of a Board hearing



within 30 days for any worker, raising of pensions allowed in former years to the current rates and for the reduction in the waiting period from five to two days.

The brief asked for an increase in the \$20,000 now allotted for rehabilitation of injured workers, and for the establishment of a board of three doctors to handle cases where there are conflicting opinions between the workman's doctor and the doctor retained by the employer.

At a meeting with Nova Scotia's Highways Minister G. I. Smith following the presentation of their annual brief, the union delegation requested further work be done on secondary roads serving mines in Cape Breton and Inverness Counties.

### ***IWA Still Talking Merger With Pulp, Sulphite Workers***

At the 21st annual convention of the British Columbia District of the International Woodworkers of America last month in Vancouver, it was announced that fresh negotiations are to be held soon to try to bring a merger between that union and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

A resolution adopted by the 200 delegates declared that the recent strike of pulp and paper workers had demonstrated the need for a merger, and urged that this should take place "at the earliest possible date".

Walter Allen, member of the International Board, said that although the matter had been discussed for several years nothing had been achieved. He thought that the reason for this lack of progress was that the international representatives of the Pulp, Sulphite and Paper Mill Workers did not want a merger. He believed, however, that the rank-and-file of the unions were ready to join forces, and that the international officers of the IWA favoured it.

Joe Morris, District President of the IWA, said, however, that "the bulk of the Pulp and Sulphite people are outside of areas where the IWA is organized" and "have probably never heard of the IWA and probably see no relationship between their organization and ours". Although the problem seemed simple in B.C., the main task was to create basic understanding between separate organizations, he said.

Most IWA locals are openly advocating a demand for a 10-per-cent wage increase when the existing coastal region forest agreement expires on June 14, and the delegates at the convention seemed to support such a demand. Mr. Morris told them

"not to surrender to panic reasoning" but vigorously to seek a big wage increase. Union officials and members assert that this year's wage demand will really be "in the public interest". President Morris said that "the wage income distributed as a result of our bargaining is the main lubricant for cash business done in B.C."

The union also announced that it has built up a strike fund of \$1,585,000 to back up its demands. The convention, however, voted against increasing the strike fund assessment for IWA members. The present assessment is \$1 a month, and it had been suggested that this should be raised to \$2 until the fund had been increased to \$5,000,000.

The union's district executive is to study a proposal to enable all striking members to receive strike pay of \$10 a week for single men and \$15 a week for married men. At present those on strike can get relief only if they are able to prove that they are in actual need of the money.

Other resolutions passed by the convention approved:

—A request to the federal Government for an outright ban on immigration because of the unemployment situation.

—An increase of \$1,000 in income tax exemptions.

—A request for a federal law to make it illegal for an employer to discriminate against older workers in hiring.

—A suggestion that power development in salmon-bearing rivers should be prohibited.

The delegates voted against asking the provincial Government to enact legislation to protect small logging operators.

The executive will study a proposal that future conventions be held in the fall rather than in the winter.

The possibility of setting up an industry-wide medical insurance plan on a co-operative basis will be investigated by the union.

Delegates expressed the opinion that the union should take a leading part in encouraging the establishment of co-operative stores throughout the province.

### ***Civil Service Accident Claims Rise in January***

Accident claims received by the Government Employees Compensation Branch during January numbered 1,490, an increase of 221 from December's 1,269 but a decrease of 60 from the 1,550 received in January 1957.

## **AFL-CIO Council Fixes Deadline for Clean-up**

The midwinter meeting of the Executive Council of the AFL-CIO, held early in February at Miami Beach, took measures to enforce the ethical practices code of the Federation, to end featherbedding in the construction industry (see below) to stop inter-union boycotts, and to deal with a jurisdictional dispute between the United Automobile Workers and some of the unions affiliated with the AFL-CIO Metal Trades Department.

The Council set April 15 as a deadline for compliance with the provisions of the ethical practices code and authorized an enquiry into the affairs of the International Union of Operating Engineers—this in spite of the resignation a day or two before of the union's president, William E. Maloney—and another enquiry to investigate charges of corrupt control against the International Jewelry Workers' Union.

The Council emphasized Labour's belief that reforms and safeguards established by organized labour itself would be more effective than regulation from without by proposed federal legislation.

The dispute between the UAW and the metal trades unions concerned the right to represent some 2,000 workers in a new guided-missile plant in Denver. The UAW, which represents employees in the company's main plant in Baltimore, negotiated an extension to the contract to cover the Denver employees. Some of the metal trades unions, contending that the latter wanted to be represented by them, applied to the National Labor Relations Board for a vote on the question.

George Meany, AFL-CIO President, announced the appointment of two of the Federation's vice presidents to try to effect a peaceful settlement of the controversy.

The Council refused a request by David J. McDonald, President of the United Steelworkers, for suspension of the Sheet Metal Workers' International Association, which he accused of defying an order of the Federation to stop boycotting goods made by members of the Steelworkers. The Council instead named David L. Cole to act as an umpire under the Federation's no-raiding machinery. He is to make recommendations to the Council at its next meeting on April 29.

The Council unanimously approved the call for another round of wage increases as part of a program for "putting Americans back to work". The program also urges a vast expansion in federal expenditure for national defence, foreign economic aid, and measures to stimulate the economy.

## **Building Unions Pledge To End Featherbedding**

After three years of joint study of the question, the National Constructors Association and the Building Trades Department of the AFL-CIO have reached an agreement that is intended to encourage full use of labour-saving machinery, and to wipe out wasteful practices that arose in the construction industry in the United States during and after World War II under the influence of wartime prosperity and a shortage of skilled labour.

The National Constructors Association represents an estimated 90 per cent of heavy construction employers in the United States, and the Building Trades Department of the AFL-CIO represents 18 craft unions in the construction industry, with an aggregate of some 3,000,000 members.

Although the employers directly concerned represent heavy construction, the agreement will apply to all phases of construction in which the craft unions have contracts, including house building. The Building Trades Department has given notice to this effect to all its member unions.

The text of the 10-point employer-union code issued by the Building Trades Department of the AFL-CIO to its affiliated unions is as follows:

1. The selection of craft foremen or craft general foremen, over workmen of their respective crafts, shall be entirely the responsibility of the employer.
2. The welding torch is a tool of the trade having jurisdiction over the work being welded. Craftsmen using the welding torch shall perform any of the work of their trade, and shall work under the supervision of the craft foremen.
3. Workmen shall be at their regular place of work at the starting time and shall remain at their place of work until the regular quitting time.
4. There shall be no limit on production of workmen nor restriction on the full use of proper tools or equipment and there shall not be any task or piece work.
5. Payment of excessive daily travel allowances or subsistence shall be discouraged.
6. Jurisdictional disputes shall be settled in accordance with the procedures established by the Building Trades Department of the AFL-CIO or in special cases as agreed and established by two or more international unions without interruption of work or delay to the job.

7. So-called area practices, not part of collective bargaining agreements, should not be recognized nor should they be enforced.

8. Slowdowns, forcing of overtime, spread-work tactics, stand-by crews and feather-bedding practices have been and are condemned.

9. Stewards shall be qualified workmen performing work of their craft. There shall be no non-working stewards.

10. There shall be no strikes, work stoppages, or lockouts during the processing of any grievances or disputes in accordance with the manner prescribed in the local or national agreement.

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## ***Proceedings of Parliament of Labour Interest***

### **Health Insurance**

**January 27**

Newfoundland will enter the national health scheme on July 1, 1958; Nova Scotia has indicated a desire to enter into the scheme, Health Minister J. Waldo Monteith replied to a question by R. J. McCleave (Halifax).

**January 28**

Manitoba will participate in the national health plan, Health Minister Monteith told the House, but it is doubtful that the province would be ready to operate on July 1 of this year.

### **Coal for Japan**

**January 28**

The Government may give consideration to the proposal that Canadian coal be sold to Japan, Trade Minister Churchill told J. A. Byrne (Kootenay East), who suggested the plan as a means to help Canadian miners.

### **Unemployment Figures**

**January 29**

The numbers of persons registered at January 9, 1958 and at January 10, 1957 at local offices of the Unemployment Insurance Commission in the province of Ontario and at local offices serving the areas of Toronto, Hamilton, Windsor, North Bay and Pembroke, Labour Minister Michael Starr said, were as follows (1957 figures in parentheses): Province of Ontario 241,926 (151,079), Toronto 55,364 (38,351), Hamilton 19,159 (9,875), Windsor 16,246 (8,277), North Bay 3,063 (1,895), and Pembroke 2,541 (1,674). W. J. Henderson (Kingston) asked the question.

### **Mine Safety**

**January 29**

If circumstances warrant it, a board of inquiry will be set up to check on safety precautions taken in mines in the Blind River area, Labour Minister Starr replied to

a question from J. A. Byrne (Kootenay East) in which he suggested that safety regulations in mines in the area were not being enforced, according to union representations made to him.

### **Vacations With Pay**

**January 29**

Bill No. 16, introduced by Labour Minister Starr, passed following second and third readings. It provides for one week's vacation with pay after one year's service, and two weeks' vacation with pay after two years of service for employees under federal jurisdiction, unless they are already enjoying a better arrangement. The bill is retroactive two years.

### **Diesel Royal Commission**

**February 1**

"The report should be tabled today or Monday," Labour Minister Starr told J. A. Byrne (Kootenay East), who inquired about the Kellock Royal Commission report on the use of firemen on diesel locomotives, which matter has been under dispute between the CPR and the Brotherhood of Locomotive Firemen and Enginemen (CLC).

### **Employment of U.S. Citizens**

**February 1**

Labour Minister Starr advised the House that some experts on gas conversion equipment had come into Canada from the United States to instruct Canadians in the task. They would all be leaving Canada by May 15, with exception of one or two foremen or executives. He was answering a question asked by the member for Vancouver-Kingsway.

### **Dissolution of Parliament**

The Twenty-third Parliament was dissolved on Saturday, February 1, 1958, by proclamation of His Excellency the Governor General.

# Royal Commission Report on Firemen on Diesel Locomotives

Firemen not required on diesel engines in freight and yard service, railway's proposed treatment of displaced firemen is fair, and payment of differentials to firemen should be dropped, Commissioners state

The Royal Commission on Employment of Firemen on Diesel Locomotives in Freight and Yard Service on the Canadian Pacific Railway, in its report published early last month, gave an unqualified answer to the three questions placed before it by the order-in-council under which it was appointed.

The report, which was concurred in by all three members of the Commission, stated: (a) that the firemen in question were not required; (b) that the company's proposal regarding the treatment of the firemen who would be displaced should be adopted; and (c) that the extra payments to firemen known as "arbitraries" and the "mountain differential" should be dropped, and that the "valley differential" should be substituted for the latter.

The Commission consisted of Mr. Justice Roy L. Kellock of the Supreme Court of Canada, Chairman; and Mr. Justice Campbell C. McLaurin of the Trial Division of the Supreme Court of Alberta and Mr. Justice Jean Martineau of the Court of Queen's Bench for Quebec, members.

The Commission considered the need for firemen on diesel locomotives in freight and yard service in connection with the passing of signals to the engineer, lookout duty, mechanical assistance in the running of the locomotive, and relieving the engineer "in time of need".

Of what was originally the main duty of the firemen, *viz.*, that of keeping the locomotive supplied with fuel for producing steam, the report says that whereas in 1930 a fireman had to shovel as much as 28 tons of coal into an engine in 12 hours, this work has now been entirely eliminated.

As hand-fired engines have given way to stoker-fired and oil-burning ones, the time required for the performance of the fireman's primary responsibility has decreased. With the substitution of diesel power for steam and the development of the diesel locomotive to its present status of complete automatic power production, the former duty of the fireman with regard to power production has been eliminated. This is a matter no longer in dispute.

## Transmission of Signals

"One of the Brotherhood's submissions, made at the beginning of the sittings, was that the fireman 'is there to receive and transmit signals when they can most safely and most efficiently be given on his side of the engine', *i.e.*, on the left-hand side, as the engineer rides on the right-hand side of the cab and the fireman on the left," the report says.

Commenting on this contention, the Commission says, "It is common ground that the normal and preferable practice is for the engineer himself to see the hand signal whether given by the yardman or trainman with whom it originates or to whom it is relayed by one or more of the ground crew." It goes on to state that although the company has at times "condoned the practice of using the fireman as a signal passer," this was not the "proper practice"; and that "the evidence establishes that any economy of time secured in any particular instance by a departure from the normal practice is not sufficient to be of major concern to the company".

There are a few locations—limited to the Toronto terminals—where it has been physically impossible to give signals to the engineer without using the fireman, the report says. But the company now has or proposes to put into operation dual control locomotives, in which the engineman can operate from either the left or the right side. This, the Commission says, will meet the difficulty.

In addition to providing dual control locomotives in these situations, the company proposes, if firemen are eliminated, to equip diesel freight trains operating in the western part of Alberta and in British Columbia with radio communication between the locomotive and the tail end.

## Lookout Duty

"It is claimed by the Brotherhood that firemen have been able to avert accidents to persons and property, or at least to lessen the damage from such accidents, by bringing to the attention of the engineer

the fact of the presence of persons or vehicles approaching or being upon the railway right-of-way," the report says.

Much of the evidence given in support of this contention, the Commission says, unwarrantably assumed that neither the trainman nor the engineman would have seen such persons or vehicles had not the fireman done so.

"In the case of a train approaching a crossing, there is little the engineer can do to avert or lessen the consequences of an accident where a person or a vehicle enters upon the tracks when they should not do so, unless it is moving at a slow rate of speed," the report says.

In answer to an argument of the Brotherhood of Firemen and Enginemen that "foolproof" operation required the presence of a fireman or helper on the left side of the engine to keep a lookout on that side, the Commission says, "This argument is in our opinion not supportable. A duty to make operations foolproof cannot be imposed on a railway any more than upon the operators of trucks or buses.

In our opinion where an engine going over the road is manned by two men, in either freight or passenger service, one on each side of the cab, nothing more can reasonably be required of a railway for the protection of the unwary whether trespassers or not, when such a locomotive is running on its own right-of-way and is steered by a flange on a steel rail.

"It is only on this continent that three men are to be found in the cab of a locomotive," it adds.

Of yard operations, the Commission explains that, "locomotives are operated under the control of the ground crew, it being their responsibility to ensure, by the giving or withholding of the appropriate signal, that the engine does not move unless it can do so safely. It is equally the engineman's responsibility, even when moving under the control of a yardman's signal, to keep his own lookout and to stop if the signal disappears from view."

The report remarks that the increasing use of diesel locomotives has largely eliminated the steam and smoke which used to obscure the view. Although the practice of "going high" on cars is "even now an everyday occurrence in the lives of yardmen and trainmen," when weather conditions render this practice unsafe it merely means that the "number of cars in the cuts being moved requires to be reduced," the report says.

### **Mechanical Assistance**

Although at times in the past the company has required firemen to make certain inspections of their locomotives, the mechanical improvements that have now been

made in diesel locomotives and various measures that are now taken by the company to provide for inspection and maintenance by shop employees have rendered such duties superfluous, the report states.

As a result of these maintenance methods, coupled with the improvement and development of the locomotive itself as already mentioned, the company has removed from the engine crew any responsibility for maintenance or repair, with the exception that in road service, in the event of engine failure, an engineman may perform certain minor maintenance work under the direction of a mechanical officer. Engine crews are not even supplied with any tools for the purpose of making repairs.

### **Relief of Enginemen**

The Brotherhood contended that the fireman is necessary to replace the engineer "in time of need"; that is, if the latter becomes incapacitated through illness or fatigue, or is for any reason temporarily obliged to leave his place at the controls.

"Cases of sudden complete incapacity while on duty do occur, but on the evidence before us very infrequently," the Commission says. "If the incapacity should occur on a road freight engine driven without a fireman, it would be brought to a stop either automatically by the dead man control, if so equipped, or by the head-end trainman opening the emergency valve, which is on all such locomotives and is easy to use." Road delay from such instances would be rare and not of any appreciable importance in the over-all operations of the railway, the Commission declared.

Should the incapacity occur on a yard engine while moving about a yard, the engine, if equipped with a dead man control, would be brought to a stop within seconds. Even if not so equipped, the evidence adduced by the company suggests that no damage is to be anticipated beyond what might occur in the case of a heavy coupling, as the speed of a yard engine is slow, six m.p.h. or less.

All locomotives used in passenger service on the Canadian Pacific are equipped with dead man control and by the end of the present year it will also have been installed on all road freight engines, the report pointed out. "It is not the present intention of the Canadian Pacific to so equip its yard engines."

Although all the operational officers of the company who gave evidence, with one exception, considered that the dead man control was not necessary on yard engines, the Commission came to the conclusion that yard locomotives on the Canadian Pacific should also be equipped with this device, "as the sudden incapacity of an engineman might result in the fouling of a main track or other untoward eventualities."

## European Observations

The Commission visited certain countries in Europe "where both diesel and electric engines in yard and freight service are employed, in varying circumstances, with fewer operational employees than on the Canadian Pacific". It made first-hand observations in England, France, Switzerland, and the Netherlands.

In all these countries, the report says, diesel or electric locomotives, or both, are operated in some types of service with one man alone in the cab. In the United Kingdom multiple-unit electric cars in passenger service are operated in this way, and in the Netherlands "all yard, freight and passenger locomotives, both diesel and electric, are operated by the engineman alone in the cab".

The union's counsel argued, however, that certain differences between the operations of these European railways and those of the Canadian Pacific ought to be taken into account. Notwithstanding this, the Commission finds that "operations as carried on by the European railways cannot be dismissed as irrelevant to the question before us. In our opinion they are very relevant and significant and constitute, as counsel for the Brotherhood very properly admitted, a serious obstacle to the position of his clients on the main question before us."

## Treatment of Displaced Firemen

During the course of the hearings the company made a proposal regarding the treatment of firemen who would be displaced if they were removed from freight and yard diesel locomotives. It proposed that firemen, numbering about 1,900, who had seniority starting before April 1, 1953 should in general continue to be employed as before, with preservation of their seniority rights for promotion to enginemen in their turn.

Firemen, numbering about 480, whose seniority began later than March 31, 1953 but prior to April 1, 1956 would be offered alternative employment as trainmen or yardmen, and their existing seniority rights as firemen would be preserved.

The remaining firemen, numbering about 100, whose seniority date is later than March 31, 1956, would be given preference over new applicants for employment with the Canadian Pacific. By the time these men entered the service of the company it had notified the Brotherhood that it intended to terminate the employment of firemen on diesel locomotives in freight and yard service.

The company estimates that removal of the fireman from diesel locomotives in freight and yard service would result in a current

annual saving of \$5,746,000, and ultimately, when the system becomes completely dieselized, in an annual saving of \$11,581,000. In 1956 the net railway operating income of the Canadian Pacific was \$41,336,000. The company further estimates that its proposal will cost in excess of \$38,000,000 because 10 years will expire before employees who would be protected thereby are absorbed as passenger firemen or enginemen.

The Commission thought the company's proposal a fair one. "Had it not been made we might well not have gone so far," it reported.

The proposal takes care, in one way or another, of all firemen who had reason to believe when they joined the company that their job was permanent. Firemen employed since April 1, 1956 accepted employment with knowledge of its possible termination, the Commission pointed out.

"We therefore adopt the Company's proposal as our answer to the second question referred to us."

## Arbitrariness and Mountain Differential

Arbitrariness are certain periods of time allowed to firemen before the beginning and at the end of a shift in yard service and of a trip in road service, for which payment has been arbitrarily fixed by agreement. The Commission states that owing to changes in the types of locomotives used and in methods of maintenance, "the evidence requires, in our opinion, a finding that arbitrariness have become, on the whole, unrealistic and should be dropped and that firemen be paid from the moment they are ordered to report for duty until they book in at the completion of a shift or trip."

The mountain differential is an additional payment to firemen of 82 cents a day of 100 miles in passenger service, and 75 cents a day in freight service, when they are working on certain parts of the system designated as mountain territory. These stretches of line amount altogether to 473.4 miles, all but five miles of which are in British Columbia.

On the rest of the system in British Columbia a "valley differential" of 9 cents a day over the standard rate is paid.

The mountain differential was originally intended to compensate firemen for the more arduous work, greater danger, and slower speeds which prevailed in mountain territory. The Commission finds that owing to the introduction of diesels and the improvement of the track throughout this region there is no longer any justification for the continuance of the mountain differential. It gives its opinion that the agreement between the Brotherhood and the Company should be modified so as to abolish the mountain differential and substitute for it the valley one.

# 40<sup>th</sup> Annual Meeting of the Canadian Construction Association

CCA expects to equal 1957 volume of building but urges expansion of provisions of National Housing Act to help the industry. Reports on housing, apprenticeship and labour relations presented to delegates

While the Canadian Construction Association does not expect to do more building this year than last, it does expect to equal 1957 volume, it was predicted at the Association's 40th annual meeting, in Quebec at the end of January. In 1957, some 118,000 housing units alone were completed and total income amounted to a little less than seven billion dollars.

Expansion of the provisions of the National Housing Act would help the industry, the meeting agreed.

Among other things, the meeting heard reports on housing, apprenticeship and labour relations.

Guest speaker at the banquet was Hon. Howard Green, Minister of Public Works.

President for 1958 is Harold John Ball, President of Ball Brothers Limited, Kitchener, Ont. He succeeds Tullis N. Carter, The Carter Construction Co. Ltd., Toronto.

## Housing

"The terms of the Canadian (housing) legislation are more stringent than the equivalent legislation in the United States, where down payments and carrying charges are lower," the CCA committee on housing reported. "Mortgages can be obtained on existing houses, and mortgage interest and municipal taxes may be reduced for income tax purposes.

"If, as is hoped, additional mortgage funds become more readily available in 1958, it is strongly recommended that serious consideration be given to adoption of such measures."

## Labour Relations

In the field of labour relations, Ralph C. Pybus, President of the Canadian Chamber of Commerce, and a construction man himself, told delegates that the strike, so much a part of today's industrial scene, will become obsolete.

He didn't foresee the disappearance of the strike immediately, but he envisaged its disappearance through the evolution of community relations.

I believe that there is a growing awareness of the need and desire for co-operation and acceptance of responsibilities and forward-seeing, sane and level-headed leadership in labour unions and industry.

The strike weapon, as well as the lockout bludgeon, I believe will soon become out-moded relics of the day when weapons were thought to be justified.

When bargaining in good faith and when fairness and equity break down, surely the rule of law and justice must intervene and a settlement made with due consideration for the rights and interests of all.

Our governments will establish what I believe to be the necessary industrial courts and the necessary accompanying economy advisory councils just as soon as we Canadians press for them.

The Committee on Labour Relations informed the conference that the increasing strength, wealth and numbers of building trades unions have caused the rate of incidence of labour disputes and difficulties to increase substantially and at an accelerating rate, particularly in recent years. Some of the difficulties encountered are as follows:

Illegal work stoppages, costly compromises on the part of contractors because of threat of an illegal strike, jurisdictional disputes resulting in either illegal work stoppages or expensive compromises on the part of contractors as a result of coercion, picketing where no strike exists or picketing where an illegal strike is taking place, sympathetic strikes—the refusal of unions to cross a picket line despite the fact that such refusal is in contravention of their existing agreements—action of certain unions in restraint of trade, signing of agreements by contractors under threat of strike with non-certified unions which do not represent the majority of the employees concerned, the absence of uniformity in most areas in the termination dates of union agreements thereby multiplying the possibilities of labour-management disputes and prolonging the threat to the stability of labour relations in any area.

To correct the avowed situation the committee suggested the following action by the CCA:

—Continuing intensive activity locally, provincially and nationally to obtain amendments to existing labour legislation that will place the employer in the construction industry in an equitable position with that of the unions;

—Unity of planning and action by employer groups to make full use of existing legislation, inequitable as it may be, making every effort to see that maximum penalties are levied for violations of such legislation;

—Continuing activity in the field of public relations to ensure the publicizing of all illegal actions on the part of trade unions so that the public and the authorities will realize the necessity for amendments to labour legislation in the construction industry and the need for the enforcement of such laws.

### **Apprenticeship**

The committee on apprenticeship informed the conference that during 1957 further progress was made, with a registration of 8,224 in the training programs of the construction trades, an increase of 7 per cent over 1956.

It was agreed, however, that in some trades there were not sufficient apprentices to meet the foreseeable needs of the industry. The committee suggested three steps to assure registration of a greater number of apprentices into the building trades. It urged that:

1. Local apprenticeship committees become more active, and promote and encourage apprenticeship;
2. Careful selection of candidates be considered most important, noting that if employers get keen, intelligent boys they will probably show continual interest in apprenticeship;
3. Employers must take an interest in their apprentices and, by ensuring that their superintendents and foremen do likewise, make the whole company apprenticeship-conscious.

### **Wintertime Construction**

The wintertime construction committee reported that employment of construction workers for the 1957-58 winter period was at record levels, indicating that there was more construction going on across the country than in any previous winter.

The Committee suggested that the main credit for the fact "should properly go to the federal Department of Labour for its national publicity program and the organization of local citizens' committees by branches of the National Employment Service."

However, many other organizations across the country deserved much credit

for the success of the winter work program the Committee observed, some of which were:

The Canadian Chamber of Commerce, Canadian Labour Congress, the Canadian and Catholic Confederation of Labour, Canadian Legion, Canadian Manufacturers' Association, Engineering Institute of Canada, National House Builders' Association, and Royal Architectural Institute of Canada.

### **Hon. Howard Green**

Hon. Howard Green, Minister of Public Works, informed the delegates of some of the building plans of the federal Government that would be of particular interest to members of the CCA.

Among the government projects, said Mr. Green, were such matters as the blowing up of Ripple Rock; the moving of the town site of Aklavik, in which connection he expressed the hope that before too long he hoped to see a road from Aklavik to Dawson City.

Referring to the Trans-Canada Highway, the Minister said, in part, "I have been doing my best to get it built and now it is my responsibility to see that it is finished off." He noted that only two main gaps now remain in the road—one in British Columbia, and another on the north shore of Lake Superior from Agawa, a hundred miles north of Sault Ste. Marie, to Marathon.

He noted that the Department of Public Works builds 175 to 200 buildings in various parts of Canada each year; the Department helps to erect bridges, causeways, harbours, breakwaters, and defence establishments.

The Minister spoke of the success in the construction of modest priced homes in Canada, a project of mutual interest to the Government, the CCA and the people of Canada.

### **President's Address**

In his presidential address, Tullis N. Carter, of Toronto, noted that an easing of "tight" money gives promise of larger municipal and housing programs in 1958. He noted that the Minister of Public Works had expressed the hope that 140,000 units will be started this year.

Mr. Tullis expected that this year the association would find "a good volume of construction accompanied by the situation whereby capacity has surpassed the demand for construction services. This will likely mean that the industry will see increased efficiency."



Referring to taxation, Mr. Tullis noted that all the Association's problems have not been physical ones. "Many are fiscal. If you agree with me that the real mark of success in contracting is to operate at a profit, the federal Government's taxation statistics do not give a very encouraging picture.

"The figures for 1955 were published recently and reported that 27 per cent of incorporated construction companies operated at a loss."

The CCA President had a word to say about the Government's immigration policies, which he noted would likely be "somewhat controversial". Mr. Tullis said:

At this time of the year with seasonal unemployment in industries such as ours and appreciable layoffs in a number of others, there is quite naturally a clamour for public works and a serious curtailment to our immigration program.

I certainly have no quarrel with expanded public works programs, provided they are

not uneconomical...but are ones that are an investment in Canada's future... However, when it comes to suggestions that immigration be cut off virtually to a standstill I become concerned about the effect that such policies, designed to meet short-term problems, will have on long-term policies designed to expand our economy and improve our living standards.

If a country with rich natural resources—and Canada is so blessed—wishes to grow, immigration should continue at a relatively high level. In fact, the future prospects of many of those now employed may well depend on the additional job opportunities provided by the larger market of a larger population.

#### Election of Officers

In the election of officers, Harold John Ball, President of Ball Brothers Limited, Kitchener, Ont., was named to succeed Tullis Carter as President.

E. V. Gage and J. E. Harrington, both of Montreal, were elected Vice Presidents.

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## Successful Rehabilitation—IV

### Fourth in a series of articles on successful rehabilitation through co-ordination of community's services, matching of person to the job

*The following article is the fourth in a series. Written by Gordon A. MacDonald, Special Placements Officer, Unemployment Insurance Commission, Halifax, it was based on files in the National Employment Service office there.*

*The purpose of this series is to provide examples of success in rehabilitation that can be achieved through co-ordination of rehabilitation services throughout a community. These articles will illustrate that the particular demands of any job, the unique combination of skill, aptitudes and attitude required in the worker, can often be met by a disabled person, not by coincidence but because of a previous matching of the person to the job.*

One of the many case histories on the files of the Special Placements Division of the Halifax Local Office of the National Employment Service is that of a severely maimed lad we shall call Bill. Bill first came into the Halifax office about two years ago seeking employment or assistance in any form. It was quite obvious that he had been distraught for some time and badly needed help.

He walked rather clumsily with the aid of crutches and on being directed to the Special Placements Section of the office,

he ignored, though it appeared unconsciously, the person being interviewed by the Special Placements Officer, as well as another person seated nearby waiting for interview. He took no pains to hide his resentment at being asked to wait his turn, and subsequently on interview it was found that he indeed was a greatly frustrated and resentful young man.

In the course of a very lengthy period of interviewing it was found that Bill was first of all a bilateral amputation case: he had suffered the loss of both his legs. This terrible injury happened when Bill was about 19 years of age—he was 22 when he first visited the Halifax NES Office. Bill had had a very poor educational background and had gone to work as a farm hand at a very early age. Physically he was well developed, was a cheerful and well adjusted person emotionally. He was probably a very good worker—his employment record seemed to bear this out—and it was considered that he enjoyed the life of a farm hand.

One day while pushing hay and other fodder down into the hopper of a silage machine he slipped and fell into the cutters of the machine and received extensive injuries to his legs, resulting in the

amputation of both legs, one above the knee, the other below the knee. Following a lengthy period of hospitalization and convalescence Bill was finally declared ready for the fitting of prosthesis and was eventually fitted with a pair of new legs. As a farm hand Bill was not covered by the provisions of the Workmen's Compensation Act of the province at that time, and as a consequence received no compensation of any sort. Through the generosity of friends and interested people the necessary funds were raised to make possible the purchase of artificial limbs. Following several weeks of orientation on his new legs Bill set out to find work.

This proved to be a fruitless quest. Bill was a farm hand, with minimum education, a labourer used to earning his livelihood by the use of his hands, legs, back. His ability to earn a living depended entirely on physical stamina and that alone. The loss of his legs then meant complete inability to return to the work he knew and liked best. Is it any wonder that this man was bitter, resentful and frustrated?

Following several attempts at selective job placement and a series of interviews with Bill, it was decided that training for a sedentary type of occupation would be the solution to Bill's employment problem. His academic background was not conducive to clerical employment. Vocational testing revealed that mechanical interests were predominant in his aptitudes and interests. When it was established that Bill had the necessary qualities for training along purely mechanical lines, his application for training as a shoe repairman was submitted to the Co-ordinator for Rehabilitation Services and was approved.

Bill's training period lasted several months, during which time he was paid the provincial allowance for single persons receiving training under the Federal-Provincial training plan. On completion of his training he was placed with an employer in a boot and shoe repair shop but found that he could not operate one of the pedal-controlled stitching machines. This employer's particular operation required that his assistant be able to operate this machinery and Bill was forced to leave his job.

Another vacancy in the shoe repair business was not available for Bill and he soon became discouraged and resentful again. After many employer visits on his behalf a vacancy was uncovered at a local

electronics manufacturing firm where a tool clerk was needed. The employer requested an experienced man, one who was familiar with tool nomenclature and the system of terms used in this occupation. Inside the tool section of the plant was an engraving machine, the operation of which was to be part of the tool-keeper's job. This combination of duties at first presented a frightening barrier and quite a formidable problem for Bill, who appeared quite reluctant to approach it. The shop supervisor, who was quite sympathetic though still realistic in his treatment of the situation, agreed on a trial period of two weeks. The operation of the engraving machine presented a temporary snag for Bill, as the leverage needed to operate the machine could not be supplied by Bill's leg while in an upright position. A simple adjustment of the machine by one of the shop machinists saved the day and Bill managed to convince the shop foreman that he could do an adequate job.

A follow-up showed that Bill was relatively happy in his new job; but he mentioned several times that if a good vacancy as a shoe repairman or the opportunity to become a shoemaker ever presented itself, he would be eager to have it. Bearing in mind his training and remembering that shoe repair work was the work Bill would like most to have, it was decided that should a vacancy occur in this occupation Bill would be advised of it and steps taken to secure it for him.

One day during a visit to a shoemaker's establishment it was found that one of the workmen would be leaving on retirement. This shop specialized in the manufacturing of orthopædic shoes and boots designed to the specification of orthopædic surgeons, and the volume of business received from patients, through doctors, required a full staff within the shop. The employer was interested in the case presented to him by the Special Placements Officer and agreed to see Bill. An interview was arranged. Following a period of assessment, the employer agreed that Bill would fill the vacancy admirably. Bill's employer was notified and after the situation was presented to him he agreed that Bill would be happier in this environment.

Bill today is happily engaged in the boot and shoe business and well on the way to becoming a shoemaker specializing in the creation of orthopædic boots and shoes.

# Operation Reliance Inc.

Disabled can be taught high-grade skills, says manager of new centre in Toronto, sponsored by March of Dimes, that teaches the disabled to become skilled machinists, hopes eventually to employ 30 workers

The disabled can be taught high-grade skills, says Wade Hampton, Managing Director of Operation Reliance Inc., a new rehabilitation centre in Toronto that teaches disabled persons to become skilled machinists. The non-profit corporation was sponsored by the March of Dimes.

Nine disabled men were employed by the corporation at the beginning and it is hoped that within two years this number will be expanded to about 30.

Operation Reliance Inc. does metal-stamping and technical assembly work, turns out screw machine products and hand-made jewellery. The machine-shop is equipped with punch- and drill-presses; piercing, screw, nibbling and maintenance machines; an annealing oven and assembly facilities.

\* \* \*

A recent survey in Newfoundland proved the value of rehabilitating disabled persons, it is disclosed by provincial Health Minister James McGrath.

Of the persons placed in employment through the province's rehabilitation program during the past two years, 150 were selected at random. It was found that before they were placed in suitable jobs, they were costing the province \$30,000 a year in welfare allowances. They are now earning at the rate of \$283,270 in the same period.

Mr. McGrath noted that the provincial Civil Service is giving leadership in providing employment for those disabled persons who can be gainfully employed.

\* \* \*

A Canadian, Jack Humphries, Chief Rehabilitation Officer, British Columbia Workmen's Compensation Board, will be a member of a United Nations-International Labour Organization team that has been assigned to advise the National Institute of Rehabilitation, Sao Paulo, Brazil, on rehabilitation of the handicapped.

Mr. Humphries' particular responsibility will be to advise on, and organize, vocational guidance training and placement services together with follow-up measures to assure satisfactory results.

It will also be necessary for Mr. Humphries to arrange vocational training courses in the Institute and through outside agencies.

\* \* \*

The role of the psychiatrist in the rehabilitation field is outlined in the following excerpt from a statement in an article by Dr. Francis J. Braceland in the Journal of The American Medical Association.

"Much of the history of psychiatry is concerned with rehabilitation of a sort, for it has laboured against tragic odds to restore emotionally crippled people to more adequate modes of life.

"The disciplines of rehabilitation and psychiatry both maintain that it is incumbent upon the therapeutic team to rehabilitate man as man, no matter how disabled he may be, or how seriously restricted are his activities.

"It is important to treat the patient with the background of his environment in view, as well as in the light of the personal, interpersonal and social meaning of his illness.

"Psychological reactions of patients to any type of illness depend largely on the previous personality make-up of the individual. The rehabilitation team, therefore, must be ever alert to any force which might impair motivation for recovery.

"The real problem of rehabilitation consists of helping the patient realize and accept that the emotional rewards of health are greater than any secondary gains derived from dependency ever can be."

\* \* \*

The new provincial Geriatrics and Rehabilitation Centre at Regina was recently opened by Hon. T. C. Douglas, Premier of Saskatchewan, and Hon. T. J. Bentley, Minister of Social Welfare and Rehabilitation. The new centre provides modern geriatric treatment and all modern facilities to encourage rehabilitation to mobility and self-care.

# "Womanpower Revolution"

So strong is rush back to work of women whose working careers were interrupted by marriage and childbearing that it could be termed a "womanpower revolution". Commission on Status of Women now meeting

Employer inertia and old prejudices are still limiting job opportunities for women, it was asserted at a recent conference at Harriman, New York, called by the National Manpower Council.

These arbitrary limitations as well as women's duties to family and home, the Council was advised, prevent women from playing their most effective role as workers.

The Council noted that it is concerned and concentrating on the status of women whose working careers were interrupted by marriage and raising families. They are in their 30's, 40's and 50's, and so strong is their rush back to work that the conference termed it a "womanpower revolution".

This group offers a larger potential addition to the United States force in the future than any other age group of men or women. The expected increase for men 35 and over in the labour force between 1955 and 1965 will be 2,892,000; for women of that age, 3,502,000.

Another salient fact emphasized was the increase in the median age of women workers from 26 years in 1900 to nearly 40 in 1956. The average woman, one member of the group declared, has 44 years to live after her youngest child goes to school. "It's a terrible waste if these years are not used effectively," she asserted.

However, although women proved that they could do a man's job during the Second World War, they still are not given all the opportunities they seek when they reach the hiring gate, a labour union leader told the conference. Saleswomen, hotel workers, teachers and nurses have less difficulty in finding work than other women attempting to return to work. Some representatives of industry reported that women wanting to return to jobs do not realize that their skills have become obsolete.

Where the labour market is shrinking, several new flexible work schemes were reported to accommodate the woman worker who is needed at home. In a company short on clerical help, the women were given their choice of a short work-day within the regular hours. Another firm divided one job between two part-time workers.

\* \* \*

"Equal Pay for Equal Work" is one of 15 items on the agenda of the 12th Session, United Nations Commission on the Status of Women, which opened in Geneva March 17.

Under this heading the Commission was to receive a progress report prepared by the International Labour Office on the implementation by governments of the principle of equal pay for equal work, and a draft pamphlet on equal pay prepared by U.N. Secretary-General in consultation with the ILO.

Under the heading "Economic Opportunities for Women," the Commission was to receive a report by the U.N. Secretary-General on the problems confronting working women, including working mothers, with family responsibilities, and on means for improvement of their position; an ILO report on the conditions of working women with family responsibilities; an ILO report on the right of working women to rest and material security in case of old age, illness or loss of capacity to work; and a report by the Secretary-General on the age of retirement and the right to pension of women workers.

Under the heading "Access of Women to Education," the Commission was to receive a report by UNESCO on the access of women to higher education and another containing statistical data on the access to secondary education.

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Of the 9,699,800 trade union members in the United Kingdom at the end of 1956, latest year for which figures are available, 1,882,530 were women. This was an increase of 39,100 over the previous year. The total union membership increase from 1955 to 1956 amounted to only 35,320.

Most of the women in 1956, some 328,320, were members of the general labour organization unions; 205,920 were in groups in the educational field; 162,970 were in distributive trade unions; 173,510 were in local government service unions. In each case the unions showed an increase in membership over the previous year.

## 50 Years Ago This Month

Wages in Canada moved upward "to a marked degree" during first ten months of 1907 but fell in year's fourth quarter because of "falling off in industrial activity resulting from stringency in money market"

Wages in Canada in 1907, according to a review of changes in wages and hours during that year which appeared in the *LABOUR GAZETTE* of March 1908, during the first ten months of the year had been "upward to a marked degree"; to a greater degree, in fact, than in any year since 1903. But in the fourth quarter, owing to "the falling off in industrial activity resulting from the stringency in the money market," wages had tended to fall.

"Unskilled labour, lumbermen, factory hands and metal miners in British Columbia were the classes chiefly affected. In the case of the metal miners it may be remarked that the decline followed upon an advance granted earlier in the season. In the lumbering industry also, though the wages of employees in the camps of Ontario and the Eastern provinces were reduced during autumn months, river drivers and sawmill hands during the spring season obtained very substantial increases."

Examples of wage reductions were:

Some 60 iron workers and wood workers employed in factories in Berlin, Ont., had reductions of from 10 to 15 per cent. Wages of 150 labourers working on railroad construction near Moncton were reduced to 15 from 16 cents an hour.

On the other hand, wages in some occupations and industries continued to rise during the early part of 1908. Civic employees in Saint John, N.B., and in Niagara Falls had their wages increased. Policemen at Brantford, Ont., obtained an increase averaging 15 cents a day. Teamsters employed by the Ottawa Electric Railway Company in removing snow obtained an increase which brought their remuneration to 25 cents instead of 20 cents a load. This increase was obtained after a strike.

Employees of various departments of the Dominion Government received increases during 1907. Certain employees of the Department of Indian Affairs had their salaries increased by from \$60 to \$300 a year. Country postmasters all over the country had their scale of remuneration increased.

The *LABOUR GAZETTE* reports that the Canadian Pacific Railway Company had granted pensions "from time to time since

1903 to a number of employees who have a specified age limit and who have been in the service of the company continuously for 10 years or more". It had been found, however, that in some cases the pension calculated according to the regulations "was insufficient to protect the recipient from want during his declining years, as was intended".

Accordingly the regulations were amended "so as to provide that from January 1, 1908, and until further notice, the minimum amount of the pension to be paid shall be \$20 per month".

A deputation of representatives of the International Brotherhood of Locomotive Engineers and other railway unions in February met the Minister of Railways and the Minister of Justice to urge the amendment of the Railway Act to remove the provision which held a railwayman criminally liable for an accident caused by forgetfulness or error of judgment (*L.G.*, Jan., p. 60). Further conferences were to be held before definite amendments were proposed.

"In the annual report of the Inspector of Hospitals and Charities for Ontario," the *LABOUR GAZETTE* says, "it was stated that the average cost per patient in Ontario hospitals had increased from 83½ cents per day in 1900 to \$1.08 in 1906, and \$1.16 in 1907."

Canadian railway companies in the spring of 1908 were planning another large program of construction for the coming season. The Canadian Pacific Railway Company was intending to spend about \$20,000,000 on branch lines, rolling stock, etc., the Grand Trunk \$25,000,000, the Canadian Northern \$10,000,000, and the National Transcontinental Railway \$20,000,000. The total of these amounts thus exceeded the \$62,000,000 that it had been planned to spend on new lines and equipment the year before (*L.G.*, Jan. 1907, p. 53).

By the end of March tenders had been received by the National Transcontinental Railway for construction of an additional 365 miles of line in six sections. The Grand Trunk had let a contract for construction of 126 miles of line. The CPR was working on the double-tracking of its line between Winnipeg and Fort William.

# INTERNATIONAL LABOUR ORGANIZATION

## 1957 Another Favourable Year for Workers

Gains outweighed losses, employment rose slightly in most countries, and purchasing power of wages a little higher than in earlier years, ILO Director-General finds from official statistics reported to ILO

Gains outweighed losses to make 1957 another generally favourable year for Labour, David A. Morse, Director-General of the International Labour Organization, said last month.

Employment in most countries increased slightly, the purchasing power of wages was a little higher than in earlier years, and social protection for workers was extended and consolidated.

Days lost through industrial disputes approached their lowest postwar level.

Consumer prices, however, registered their greatest advance for several years, threatening the standard of living of millions of persons on fixed or sluggish incomes and undermining the protection afforded by social security systems throughout the world. Economic recession augmented joblessness in a number of countries. As it entered the new year, therefore, Labour was required to be on guard against two grim and relentless enemies—inflation and unemployment.

These conclusions are based on official national statistics reported to the ILO, supplemented by published information from other sources. For the most part the figures relate to a month in the last quarter of 1957 compared with the same month in 1956; in a few cases, however, particularly with regard to wages, the latest data available refer to mid-1957. Reports from Eastern Europe, Asia and South America, despite the large population of those areas, are very incomplete, necessitating heavy reliance on non-statistical sources.

### U.K., Denmark Ratify Forced Labour Convention

Ratification by the United Kingdom and Denmark of ILO Convention No. 105, which calls for the abolition of forced labour, means that the Convention will come into force January 17, 1959 for the countries that have ratified it. The Convention was adopted by the 40th International Labour Conference in June last year (for text see L.G., Aug. 1957, p. 962).

Employment in 16 of the 24 reporting countries was higher in late 1957 than in late 1956. The increases were generally small, however, and insufficient in many cases to absorb the increase in the available labour force. Half of all reporting countries (16 out of the 32 providing information on this point) consequently suffered increases in unemployment.

Consumer prices rose by 3.7 per cent (median figure) during the 12 months ending late in 1957; this was the largest average increase since the early days of the Korean War.

Wage rates trended generally upwards, and in a majority of the reporting countries (16 out of 25) rose more than prices, thus increasing wage purchasing power. Reduced hours of work, however, tended to offset the gains in some instances. In nine countries there was a decline in real wages or the trend was uncertain.

Productivity in manufacturing industry during the first three quarters of 1957, judging from a small number of reporting countries, chiefly in North America and Europe, was moderately higher than in the same period of 1956. Industrial production in some areas declined late in 1957, however, and the final productivity figures for the year may be less favourable than present reports indicate.

Days reported lost due to industrial disputes were down from 73 million in 1956 to an estimated 55 million in 1957.

The United Kingdom ratification was deposited with the ILO on January 2 and that by Denmark on January 17.

At the same time, Denmark also deposited ratification of the convention, also adopted by the 40th Conference, concerning weekly rest in commerce and offices (L.G., Aug. 1957, p. 962). It is the first ratification of this Convention.



Labour-management co-operation through a labour-management committee has become an established part of the industrial relations program at the Foothills Steel Foundry & Iron Works Ltd. in Calgary. This committee was formed in co-operation with Local 360 of the International Molders' and Foundry Workers' Union of North America, CLC. In a recent statement about the work of the committee, J. R. Irving, Business Manager, said:

"These meetings have helped employee-employer relations. In many cases the employees on the committee have brought up problems that they were reluctant to take to their foremen. Management has been able, through this committee, to clear up false impressions of company policies and finances. Most recommendations by the committee have been carried out to the advantage of both labour and management. A number of time- and labour-saving suggestions have also been put into use. Waste in time, labour, and materials has been reduced, and quality improved as a direct result of the committee's work."

Minutes of the committee's meetings indicate the variety of production problems discussed. Included among these are such items as smoke hazards, production requirements, improved equipment, quality control, good housekeeping and other matters related to the production process. This committee has worked continually to assist in all phases of plant production activity, and is a useful aid in maintaining top quality production and efficient working methods.

\* \* \*

Employees of John Labatt Ltd., London, Ont., recently celebrated 50 years of union organization. (The employees are represented by Local No. 1, National Brewery Workers' Union, CLC). For 16 of the 50 years there has been a continuing program of joint labour-management consultation. (See *LABOUR GAZETTE*, April 1957).

Commenting on this 50 years of labour-management harmony, *The Labatt News*, monthly employee publication, said:

"During this half century, union and management have worked together in an atmosphere of mutual understanding and

respect. There have been no strikes or major labour disputes and both parties have benefited.

"Now in this Golden Anniversary Year of organized labour, Labatt's enjoys an increasingly enviable record of progressive and harmonious employer-employee co-operation, and is recognized across the country as a good place to work."

To mark the half century of its association with organized labour, the company has established a program of annual competitive scholarships to send children of employees to university. The scholarships will permit promising children of employees to attend the university of their choice in Ontario, Quebec or Manitoba, in any course selected. The awards cover four years of study. Two scholarships will be awarded in Ontario, one in Quebec and one in Manitoba.

In announcing the scholarships, J. H. Moore, Executive Vice-President and Managing Director, said:

"We are establishing these Labatt's scholarships as a means of saying 'thank you' to our employees."

Expressing appreciation on behalf of the employees, Jack Ryan, President of the Union, said:

"I think I speak for all when I say we have enjoyed the part we have been able to play in our company's welfare during these past 50 years and because we realize that good labour-management relationships play an important part in both the company's and our prosperity. I would like to assure the company that the union will continue its efforts to maintain and, if possible, improve these good relations."

\* \* \*

Members of the labour-management committee at Preston-Noelting Company, Ltd., in Stratford, Ont., recently visited dealers in various localities who handle furniture they produce. The object of the visit was to observe trends in the office furniture industry and to see what competition their products had to face. The committee then held a discussion on what had been seen and what steps could be taken to improve the competitive market position of their products.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during January. The Board issued eleven certificates designating bargaining agents, ordered three representation votes, and rejected two applications for certification. During the month the Board received four applications for certification and allowed the withdrawal of two applications for certification.

### Applications for Certification Granted

1. The Order of Railroad Telegraphers, System Division No. 7, on behalf of a unit of employees employed by the Northern Alberta Railways Company in its Commercial Telegraph Department (L.G., Jan., p. 67).

2. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of longshoremen employed by the Three Rivers Shipping Company in the loading and unloading of inland and coastal vessels and barges in the Port of Three Rivers and at the Cap de la Madeleine Pier, Que. (L.G., Jan., p. 67).

3. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of longshoremen employed by J. C. Malone & Company Limited in the loading and unloading of inland and coastal vessels and barges in the Port of Three Rivers and at the Cap de la Madeleine Pier, Que. (L.G., Jan., p. 67).

4. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of longshoremen employed by the Three Rivers Shipping Company in the loading and unloading of ocean-going vessels in the Port of Three Rivers and at the Cap de la Madeleine Pier, Que. (L.G., Jan., p. 67).

5. International Longshoremen's Association (independent), Local 1846, on behalf of a unit of longshoremen employed by J. C. Malone & Company Limited in the loading and unloading of ocean-going vessels in the Port of Three Rivers and at the Cap de la Madeleine Pier, Que., (L.G., Jan., p. 67).

6. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of marine, electrical and sanitary engineers employed by the Canadian National Railways aboard the MV *Bluenose* in the Yarmouth-Bar Harbour ferry service. The Great Lakes and Eastern District of the National Association of Marine Engineers of Canada, Inc., intervened (L.G., Feb., p. 173).

7. Western District Diamond Drillers Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers, on behalf of a unit of drill runners, drill helpers and labourers employed by Boyles Bros. Drilling (Alberta) Limited in the Northwest Territories (L.G., Feb., p. 173).

8. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of city and highway drivers, warehousemen and mechanics employed by Soo-Security Freight Lines Ltd., and operating in and out of its terminals in Manitoba, Saskatchewan and Alberta (L.G., Feb., p. 174).

9. Maritime, Airline Pilots' Association, on behalf of a unit of pilots and co-pilots employed by Maritime Central Airways Limited in flight operations and stationed at Charlottetown, P.E.I., Moncton, N.B., and Montreal, Que. (L.G., Feb., p. 174).

10. Local 139-J, United Construction Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of building cleaners employed by the Central Mortgage and Housing Corporation at its Villeray Terrace Project in Montreal (L.G., Feb., p. 174).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



11. The Commercial Telegraphers' Union, Canadian National System Division No. 43, on behalf of a unit of messengers using motor vehicles who are employed by the Canadian National Telegraph Company at various centres across Canada (see applications received).

### Representation Votes Ordered

1. United Steelworkers of America, applicant, Stanleigh Uranium Mining Corporation Limited, Township 149, District of Algoma, Ont., respondent, and International Union of Mine, Mill and Smelter Workers, intervener (L.G., Jan., p. 67). The Board directed that the name of the applicant be placed on the ballot (Returning Officer: A. B. Whitfield).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, Canadian National Railways, respondent, and Great Lakes and Eastern District of the National Association of Marine Engineers of Canada, Inc., intervener (marine engineers aboard the MV *Abegweit* and the SS *Prince Edward Island* in the Cape Tormentine-Port Borden ferry service) (L.G., Jan., p. 67). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: F. J. Ainsborough).

### Applications for Certification Rejected

1. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Helpers of America, applicant, and Asbestos Transport Limited, Toronto, respondent (L.G., Jan., p. 67). The application was rejected for the reason that a unit composed of the Toronto employees of the company was not considered by the Board to be an appropriate unit apart from the employees of the company in similar classifications based in the province of Quebec.

2. Communications Workers of America, Local C-4, applicant, Northern Electric Company Limited, respondent, and Northern Electric Employee Association, intervener (L.G., Feb., p. 174). The undertakings affected by the application involved contract work for telephone and micro-wave installations carried out by the Northern Electric Company Limited in Ontario and in the provinces west of Ontario, with the contracts being made separately by the Northern Electric Company with the contracting companies or agencies in each province. The Board rejected the application for certification for the reason that it lacked jurisdiction over the operations involved, being of opinion that jurisdiction lay with the provinces in which the contracts were from time to time performed.

#### **Applications for Certification Received**

1. The Commercial Telegraphers' Union, Canadian National System Division No. 43, on behalf of a unit of messengers using motor vehicles who are employed by the Canadian National Telegraph Company at various centres across Canada (Investigating Officer: F. J. Ainsborough) (see applications granted).

2. The Commercial Telegraphers' Union, Canadian National System Division No. 43, on behalf of a unit of employees of the Canadian National Telegraph Company engaged in the maintenance and operation of its micro-wave systems in Ontario and Quebec (Investigating Officer: F. J. Ainsborough).

3. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Stanleigh Uranium Mining Corporation Limited employed at its property in Township 149, District of Algoma, Ontario (Investigating Officer: A. B. Whitfield).

4. General Truck Drivers' and Helpers' Union, Local 31 of the International Brotherhood, of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill the Mover (Canada) Limited, operating in and out of its Vancouver terminal (Investigating Officer: D. S. Tysoe).

#### **Applications for Certification Withdrawn**

1. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Leamington Transport Western, Limited, Leamington, Ont., respondent (L.G., Feb., p. 174).

2. International Union of Operating Engineers, Local 796, applicant, and Toronto Terminals Railway Company, respondent (L.G., Feb., p. 174).

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## **Conciliation and Other Proceedings before the Minister of Labour**

#### **Conciliation Officers Appointed**

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Trans-Canada Airlines and Trans-Canada Airlines Sales Employees' Association (Conciliation Officer: R. Trépanier).

2. Shipping Federation of Canada, Inc., and Local 1764, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

#### **Settlements by Conciliation Officers**

1. Yukon Consolidated Gold Corporation Limited and Local 564, International Union

of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., Feb., p. 174).

2. Canadian Pacific Airlines, Limited, Vancouver, and Canadian Airline Flight Attendants' Association (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 68).

3. Northspan Uranium Mines Limited and Local 1554 of the Canadian Labour Congress (Conciliation Officer: F. J. Ainsborough) (L.G., Jan., p. 68).

4. Trans-Canada Airlines and Trans-Canada Airlines Sales Employees' Association (Conciliation Officer: R. Trépanier) (see above).

## Conciliation Boards Appointed

1. Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. (A Conciliation Officer was not appointed in the first instance).

2. Northern Transportation Company Limited, Edmonton, and Yellowknife Transportation Company Limited, Edmonton and Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 68).

3. Western Union Telegraph Company, Cable Division, and American Communications Association (A Conciliation Officer was not appointed in the first instance).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in December to deal with a dispute between National Harbours Board, Port of Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Feb., p. 175) was fully constituted in January with the appointment of Norman Genser, Montreal, as Chairman. Mr. Genser was appointed in the absence of a joint recommendation from the other two members, K. G. K. Baker and Bernard Boulanger, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in December to deal with a dispute between The Packers Steamship Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Feb., p. 175) was fully constituted in January with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed in the absence of a joint recommendation from the other two members, T. R. Watt and Owen E. Mason, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in December to deal with a dispute between the Quebec North Shore and Labrador Railway Company and Lodge 767, International Association of Machinists, Lodge 96, Brotherhood of Maintenance of Way Employees and Lodge 217, Brotherhood of Railroad Signalmen of America (L.G., Feb., p. 175) was fully constituted in January with the appointment of Harold Lande, QC, Montreal, as Chairman. Mr. Lande was appointed in the absence of a joint recommendation from the other two members, Paul S. Smith, QC, and Marc Lapointe, both of Montreal, who were previously appointed on the nomination of the company and unions respectively.

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# Canadian Railway Board of Adjustment Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in three cases heard January 14.

The first case concerned the claim of a yardman for pay for time alleged to have been lost in changing from one assignment to another, and the other two cases referred to the claims of firemen for pay for runs which they asserted they had missed in consequence of their not being called in their turn, as required by the union agreement.

In the first case the contention of the employees was sustained to the extent of part of the amount of time claimed, and in the second and third cases the contention of the employees was denied.

The three disputes and decisions are summarized here.

**Case No. 695**—*Dispute between the Canadian National Railways (Central Region) and the Brotherhood of Railroad Trainmen concerning a yardman's claim for two days pay for time alleged to have been lost in changing assignments.*

A classed yard foreman regularly assigned as a yard helper exercised his seniority to a temporary vacancy as first roustabout and later, because no applications were received, was assigned to another temporary vacancy as yard foreman.

On the day after the two assigned days off on this shift (Thursday), he was notified that he had been displaced by a foreman with greater seniority. But it was too late in the day for him to begin work that day on the temporary assignment he had previously chosen, first roustabout. He returned to work the next day (Friday).

An article in the current agreement guarantees five days work to regularly assigned yardmen on permanent assignments and to classed yard foremen filling permanent assignments as yard helpers.

The Brotherhood contended that, because on his previous assignment the assigned days off were Saturday and Sunday, his work week began on Monday; in the temporary vacancy as yard foreman to which he was assigned, not by choice, the assigned days off were Tuesday and Wednesday; in the first roustabout's position to which he returned on Friday the assigned days off were Saturday and Sunday. In the work week that began, as the employees contended, on Monday, he worked only two days. He claimed two days pay to make up the guarantee.

The railway contended, however, that his work week had begun the Thursday preceding the Monday that the Brotherhood claimed, pointed out that the claimant had booked sick Saturday and Sunday, and that by the Thursday on which he was displaced he had already put in a full week. The Brotherhood's contention that an employee should be paid for a period of five days even when the work week of the assignment to which he reverts does not permit him to work five days is not supported by any schedule rule or agreed understanding, the railway contended.

The Board, after commenting that the case was involved because of the various assignments on which the yardman had worked in the two-week period, decided that the guarantee applied to him. But it admitted difficulty in determining how the guarantee should apply. In its decision, it sustained the claim to the extent of one day's pay at yard helpers' rate.

**Case No. 696**—*Dispute between the Canadian National Railways (Western Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the claim of a fireman for 450 miles as a result of his not being called in his turn.*

A fireman was first out in the pool at Sioux Lookout when a crew was required for an extra train. He was not found by the callboy for the call, and a spare fireman was called, with the result that the first fireman lost his turn in the pool.

Nine other firemen in the pool made trips before he was again called. Because an article in the agreement provides that firemen avoidably run around will be allowed 50 miles at minimum freight rates, he claimed 450 miles.

The employees contended that the fireman was at his home at the time he was due to be called for the extra train, and

that the telephone did not ring, nor did the callboy come to his house to call him.

The company contended that the callboy had called the fireman's residence by telephone. He got no answer, and after ringing for a time he was told by the operator that as the telephone was on a party line it could not be rung any more on that call. The callboy then went to the fireman's house, but after knocking at front and back doors he was unable to get any answer. He then called the next fireman on the list.

The employee who had acted as callboy on the occasion made a statement corroborating the company's statement.

The contention of the employees was denied.

**Case No. 697**—*Dispute between the Canadian National Railways (Western Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning claim of a fireman for 750 miles as a result of his not being called in his turn.*

A fireman was first out in the pool at Sioux Lookout when a crew was required for a train. The callboy failed to get in touch with him, and a spare fireman was called, with the result that the first fireman lost his turn.

Fifteen other firemen in the pool made trips while he was awaiting his turn, and as the agreement allowed 50 miles at minimum freight rates for each avoidable run around, he claimed 750 miles.

The employees contended that the fireman had told the callboy that he would be at the theatre if he was wanted. The first intimation he had had that he was required for duty was when his name was flashed on the screen. He had immediately reported at the shops, but when he arrived there he found that the spare fireman had been called in his turn.

The union contended that little effort had been made to find the fireman in the theatre.

The company contended that the callboy had asked the girl at the theatre to have the fireman's name flashed on the screen, but she had said that the projectionist was very busy and that he (the callboy) could go inside and look round for the fireman. On this night the theatre was full and the callboy could not find the fireman. He was told that he was at a certain cafe. He visited all the cafes and also the YMCA, but could not find the fireman; he then called a spare fireman.

The employee who acted as callboy on the occasion gave evidence corroborating the company's statement.

The contention of the employees was denied.

# LABOUR LAW

## Legal Decisions Affecting Labour

Quebec courts deny, on ground that Board did not exceed jurisdiction, two petitions for writs of prohibition against Labour Relations Board

In Quebec the Superior Court held that the Labour Relations Board did not exceed its jurisdiction when, in certification proceedings, it rejected the company's request to provide all information contained in its personal files.

The Quebec Queen's Bench Court, in appeal, confirmed the decision of the Superior Court cancelling a writ of prohibition against the Labour Board's decision on the ground that the Board did not exceed its jurisdiction when cancelling its previous decision.

### Quebec Court of Queen's Bench . . .

. . . rejects union request for writ of prohibition against Labour Board's cancellation of decision

On October 1, 1957, the Quebec Court of Queen's Bench (in appeal) ruled by a majority four to three that the Quebec Labour Relations Board did not exceed its jurisdiction when revoking a previous decision under the authority conferred on the Board to cancel, for cause, a decision made by it.

The decision of the Court confirmed the ruling of the Superior Court rendered on August 16, 1955 which cancelled a writ of prohibition previously issued against the Board's decision.

The circumstances of the dispute, as related in the reasons for judgement, were as follows.

Since June 16, 1945 *Le Syndicat National des Travailleurs de la Pulpe et du Papier de la Tuque Inc.* (later referred to as the Syndicate) was a certified bargaining agent for the employees of Brown Corporation Limited, and signed several collective agreements with that company. In April 1954, *La Fraternité Internationale des Ouvriers de la Pulpe Sulfite et des Moulins à Papier, Local La Tuque No. 530* (later referred to as the Fraternity) sought to replace the Syndicate as a bargaining agent but failed in this attempt. On August 21, 1954, the Syndicate signed with Brown Cor-

poration a new three-year collective agreement, which was supposed to expire on May 15, 1957.

On October 1, 1954 Brown Corporation was sold to Canadian International Paper Company, effective December 1, 1954. The contract of sale contained a clause by which Canadian International Paper Co. took over the rights and obligations stipulated in the above-mentioned collective agreement signed on August 21, 1954.

On November 12, 1954 the Syndicate requested the Board to amend the certificate of recognition issued in 1945 by replacing the name of Brown Corporation by that of Canadian International Paper Company. This request was supported by a communication addressed to the Board by the Canadian International Paper Company. On December 1, 1954, the Board amended the bargaining certificate as requested.

On November 30, 1954, the Fraternity made a request for certification, and on December 6, withdrew it.

On December 13, 1954, the Fraternity renewed its demand for certification and in a communication to the Board dated December 14, 1954 asked the Board to reconsider the decision rendered on December 1, 1954; to cancel the certification held by the Syndicate on the ground that the Syndicate had not applied for certification as a bargaining agent of the employees of the Canadian International Paper Company; and to grant the Fraternity the certificate of recognition as a bargaining agent for the employees of that Company.

On February 4, 1955 the Board held a hearing at which the parties concerned were heard regarding the request to revise the Board's decision of December 1, 1954.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

On March 2, 1955 the Board, invoking the powers granted by Section 41 of the Labour Relations Act\*, revoked its decision of December 1, 1954 by which the Syndicate's bargaining certificate was amended, and cancelled the certification of the said Syndicate as a bargaining agent of the employees of Canadian International Paper Company.

The decision of the Board was based on the following reasons. The Board considered that its decision of December 1, 1954 was erroneous on a point of law; there is no legal disposition that would authorize the change of certification on the occasion of the transfer of Brown Corporation to Canadian International Paper Co.; the transfer in question effected a complete change in the identity of the employer; the workers did not negotiate with a company but with a particular employer; the acceptance by International Paper of the clauses and conditions of the collective agreement then in force constituted a new collective agreement concluded with a trade union which was not recognized; on such occasion, notwithstanding the consent of the Syndicate, the Board should have given to all employees the opportunity to manifest their preference and for these reasons should have accepted the application for recognition from the Fraternity and from any other interested union including the Syndicate in question, and after an inquiry, should have made a decision.

Following this decision the Syndicate applied for and was granted a writ of prohibition against the Board's decision of March 2, 1955. This writ of prohibition was cancelled by the Superior Court for the following reasons:

—A transfer of a company automatically puts an end to the individual contracts of employment.

—The breaking of individual contracts brings an end to the collective agreement whose object is to regulate these individual contracts.

—Even if one could assume that the collective agreement remained valid after December 1, 1954, because of the consent of Canadian International Paper, there is no doubt, considering the change of the proprietor, that the certificate of recognition ceased to have its effect; therefore a distinction should be made between the collective agreement and the certificate of recognition.

—If the workers of Brown Corporation continued to work for International Paper it was because the latter on December 1,

1954 tacitly renewed the contracts of employment which were terminated the preceding day between those workers and the Brown Corporation; consequently there were new contracts of employment between these workers and International Paper Co. Also there was a new collective agreement between the new company and the workers of the old company.

—As the Syndicate did not present a request according to Sections 6, 7, 8 and 9 of the Labour Relations Act in order to be recognized as a bargaining agent with respect to International Paper Co. employees, this new collective agreement was an agreement concluded by an association which was not recognized as a bargaining agent.

—The request for the amendment of the certificate could not be considered as equivalent to a request for recognition.

—Section 41 allowed the Board to revise its previous decision whether because of error of fact or of law.

—It was for the Board to decide whether there was a sufficient reason to justify the revision of its previous decision.

The Court of Appeal, by a majority decision, confirmed the judgment of the Superior Court, and upheld the validity of the Board's decision of March 2, 1955. The Court held that the evidence produced by the Syndicate before the Superior Court did not indicate that the Board had exceeded its jurisdiction when on March 2, 1955 it had revoked its own decision of December 1, 1954 in connection with the certificate held by the Syndicate before that date.

The Court held that the writ of prohibition against the decision of the Board should be cancelled and made void exactly as it was decided by the judgment of the Superior Court.

Mr. Justice St. Jacques was of the opinion that the Board did not exceed its jurisdiction when issuing its decision on March 2, 1955. In his opinion, if the Board had serious doubts as to the legality of its decision regarding the renewal of the certificate of recognition, it could reach the conclusion of having a "cause" justifying, according to Section 41 of the Labour Relations Act, the revocation of its previous decision. Section 41 is applicable notwithstanding an error in law on the part of the Board. Further, in his opinion no objection could be taken to the provision in the contract of sale between two companies that the collective agreement should remain in force and continue under new ownership; on the other hand the certificate of recognition ceased to be effective automatically once the sale

\*Section 41—The Board may, for cause, revise or cancel any decision or order rendered by it or any certificate issued by it.

of Brown Corporation to Canadian International Paper Company was concluded. Therefore, he thought, it was the duty of the Board to find out which one of two unions in question represented the majority of workers. In order to carry out this inquiry it was necessary for the Board to revoke its decision of December 1, 1954.

In Mr. Justice Rinfret's opinion the sale of Brown Corporation to Canadian International Paper Company did not put an end either to the collective agreement or to the certificate of recognition held by the Syndicate. The decision of the Board on December 1, 1954, by which the certificate of recognition was amended by replacing Brown Corporation by Canadian International Paper Co. was a right decision and the Board should not revoke this decision or cancel the certification. Therefore, in his opinion, the decision of March 2, 1955 was not justified. However, in rendering this decision the Board did not exceed its jurisdiction. According to Section 41 of the Labour Relations Act the Board has jurisdiction to decide whether there is a "cause" for revocation or not, and the Board could not deprive itself of this jurisdiction because it might have made an error in the appreciation of facts or of the law.

The three dissenting judges were of the opinion that the Board in issuing its order of March 2, 1955 exceeded its jurisdiction and in those circumstances a writ of prohibition should be issued.

Mr. Justice Hyde, dissenting, was of the opinion that the transfer of ownership of the enterprise could not be considered by the Labour Relations Board as a "cause" to revise its decision of December 1, 1954, or to cancel the certificate of recognition. Once a collective bargaining agency has been certified and a collective agreement negotiated no other application can be entertained for certification from the same group until the sixtieth to the thirtieth day prior to the expiration of that agreement (s. 16). Apart from the 1954 amendment to Section 6 outlawing any association tolerating "amongst its organizers or officers, one or more persons adhering to the communist party or movement" there is nothing in the Act to indicate as a "cause" any circumstances arising after certification and the negotiation of an agreement. There is certainly no suggestion that any subsequent change of heart within the group should permit any review. In his opinion the "cause" in Section 41 must be something otherwise within the terms of the statute. The Board cannot by misconstruction of this word "cause" extend its jurisdiction to enable it to deprive an association of rights

conferred upon it by the statute. The Board would be exceeding its jurisdiction in entertaining any application for certification from any other association seeking to displace the petitioning syndicate outside the period prescribed by Section 16 of the Act. By revising its decision of December 1, 1954 and by cancelling the certificate of recognition, the Board exceeded its jurisdiction and Section 41 (a) is not a bar to a writ of prohibition.

Mr. Justice Choquette, dissenting, was of the opinion that the collective agreement and the certificate of recognition continued to be valid after the purchase of Brown Corporation by Canadian International Paper Company. The Board, by revoking its decision of December 1, 1954 and by cancelling the certificate of recognition, exceeded the powers granted by Section 41. As Section 41 (a) of the Labour Relations Act does not bar a writ of prohibition he would allow the appeal. *Syndicat National des Travailleurs de la Pulpe et du Papier de La Tuque Inc. v. La Commission de Relations Ouvrières de la Province de Québec*, (1958) RJQ, BR 1.

### Superior Court of Quebec . . .

. . . rejects Gaspé Copper Mines petition for writ of prohibition against Labour Relations Board

On September 24, 1957, the Superior Court of Quebec ruled that the Quebec Labour Relations Act did not require the Labour Relations Board in certification proceedings to provide information from its personal files and that the refusal to give the company all information it requested did not amount to a denial of natural justice nor to a refusal to grant a hearing.

The circumstances of the case as related by Mr. Justice Morin in his reasons for judgment were as follows.

In June 1956, the United Steelworkers of America, Local 4881, located at Murdochville, applied to the Labour Relations Board for recognition as the bargaining agent for a certain number of workers employed by Gaspé Copper Mines Limited.

The Board informed the company of this request and asked for a list of all workers employed on June 6, 1956. In the same communication the Board requested the company to submit within the next seven days its reasons for wishing to oppose the issuance of a certificate of recognition. (This time-limit was later extended at the company's request).

On July 6, the company requested the Board to produce the application made by the union and the submission as to the grouping of the workers, relative to this

application, as well as other documents which had probably been produced by the union.

On or about July 21, 1956, the Board complied with this request by sending what the company described as two incomplete documents, one alleged to be a copy of the union's application, the other, a copy of the union's submission in connection with its application for certification.

In the petition for a writ of prohibition against the Labour Relations Board the company pleaded the irregularities of these two documents, non-disclosure on the part of the Board of information regarding the union and refusal to supply an exact copy of the file concerning the union's application. Further, the company claimed that it was impossible to submit any useful arguments against the granting of certification, since the Board's attitude amounted to a refusal to hear the company's case, and to a denial of natural justice. Finally the company alleged that in view of these facts, the Board lacked the jurisdiction to decide this dispute, and that a writ of prohibition should be issued.

The Board objected to this petition and based its motion against the writ of prohibition on two grounds:

- (a) S. 41a of the Labour Relations Act, which would protect the defendant from the remedy which the plaintiff is seeking to enforce.
- (b) The facts alleged by the plaintiff in its petition are not sufficient to warrant the granting of the relief sought by the plaintiff.

In the opinion of the Court the issue of the case depended on deciding whether, considering the facts alleged to be proved, these facts could be interpreted as showing that the Board had exceeded its jurisdiction.

Section 41a, according to Mr. Justice Morin, despite the forcefulness and clarity of the language could not bar the company's petition, if there had been no jurisdiction or if the defendant had exceeded its jurisdiction. Section 41a of the Labour Relations Act reads as follows:

- s. 41a. Notwithstanding any legislative provision inconsistent herewith;
  - (a) the decisions of the Board shall be without appeal and cannot be revised by the courts;
  - (b) no writ of quo warranto, of mandamus, of certiorari, of prohibition or injunction may be issued against the Board or against any of its members acting in their official capacity;
  - (c) the provisions of article 50 of the Code of Civil Procedure shall not apply to the Board, or to its members acting in their official capacity.

In the case of lack of or excess of jurisdiction, a provision such as that contained in Section 41a of a statute governing an administrative body could never constitute a bar to legal proceedings recognized and sanctioned by law in such cases. This applies especially to a body such as the Board.

In the case of lack of or an excess of jurisdiction, notwithstanding legal provisions such as that in Section 41a, all the remedies given by the law to the parties amenable to the jurisdiction of such a tribunal are open to those parties, in order to guarantee to them their fundamental rights. The remedies used, such as prohibition or *certiorari* or the quashing of the decision, guarantee the inherent right to freedom possessed by the citizen.

The Court felt that to admit that Section 41a of the Labour Relations Act must be applied rigidly and strictly even in cases of total absence of jurisdiction or of excess of jurisdiction on the part of an administrative tribunal when rendering decisions of a judicial or of a more or less judicial nature would be equivalent to imputing to the Legislature the desire to restrict in an indirect way the inherent fundamental rights of the citizen.

This court agrees that the Legislature is supreme in the field of legislation, but this sovereignty is confined within the limits of the power granted to the Legislature by the constitution whose prime object above all is always to protect the fundamental rights of the citizen.

In other words, in a country with a constitution and responsible government such as ours, the Legislature, whose power to legislate is considered to be absolute, must nevertheless remain strictly within the limits imposed by the constitution upon such power. And so, should the Legislature choose to transgress its constitutional bounds, its laws are *ultra vires* and when referred to our courts they suffer the fate reserved for such laws tainted with lack of jurisdictional competence.

In the opinion of the Court, Section 41a of the Labour Relations Act could apply only when the Board had not in any way transgressed the limits of the jurisdiction placed upon it by the Labour Relations Act. In other words, the Board could invoke Section 41a as a bar to the petition for a writ of prohibition only if the Board had remained strictly within its jurisdictional limits.

In the case at bar, the dispute was caused by the union's application for recognition. Sections 6, 7, 8 and 9 of the Labour Relations Act accord the Board the jurisdiction to deal with a dispute resulting from an application for recognition. Consequently the Court held that the Board



had full jurisdiction to deal with the application for recognition, and what remained for the Court to determine was whether the irregularities alleged by the company did amount to a refusal to hear the company's case and could prevent the Board from availing itself of the harsh provisions of Section 41a of the Labour Relations Act.

In the petition the company described the conduct of the Board as a refusal to hear the company's case, as a flagrant denial of natural justice, and as indicative of a wish on the part of the Board to enshroud the union's activities in secrecy, and to render it unassailable.

After having examined these allegations, the Court could not find anything which would truly indicate that the Board had exceeded its jurisdiction. Following the company's request of July 6, 1956, the Board informed the company on July 19, 1956, that a copy of the application for the certification, together with a copy of the submission supporting the said application were to be forwarded. The Board added that according to the usual practice followed by the Board the names of persons appearing on the documents were not supplied.

After having examined the correspondence between the company and the Board, the Court felt that throughout this dispute nothing had been done by the Board to the company which would even approach a denial of justice, such as a refusal to hear the company's case, and there had been even less to indicate an attempt by the Board to veil the union in secrecy and render its activity incapable of attack, as the plaintiff company alleged; nor had the defendant Board exceeded its jurisdiction.

The Board did not see fit to forward either the names of the union's officers or

a complete copy of its file material, and the company found the documents which were submitted to be incomplete. This procedure, in the opinion of the Court, may not entirely accord with professional ethics but it could hardly amount to a denial of justice, a refusal to grant a hearing, or to a flagrant violation of natural law and constitutional rights, as well as the excess of jurisdiction.

The Court could not find anything in the Labour Relations Act requiring the Board to observe particular formalities with respect to information supplied to interested parties in connection with an application for certification. The Board, in the case at bar, duly notified the company of the union's activities, invited the company to make representation, consented to extend the time-limit for presenting these objections, and at the company's request forwarded a copy of the union's application and submission. Nothing in the statute, the Court emphasized, required the Board to furnish interested parties with documents from its personal files, and much less with names of persons which might have been mentioned therein.

In conclusion the Court held that the facts alleged by the company, even if taken as proved, could not in any way be interpreted judicially as an excess of jurisdiction and therefore could not support the claim submitted by the company nor were these facts sufficient to prevent the application of the restrictive language of Section 41a of the Labour Relations Act to the dispute in question. Accordingly the Court dismissed the company's petition for writ of prohibition with costs. *Gaspé Copper Mines Limited v. Commission de Relations Ouvrières de la Province de Québec*, CCH Canadian Labour Law Reporter, p. 11, 469.

## Recent Regulations, Federal and Provincial

Federal regulations for ships' crews and officers revised. New rules for safe handling of liquefied petroleum gas issued in Saskatchewan

New regulations under the Federal Financial Administration Act provide that salaries of officers and crews on government ships will now be based on salaries paid in the area for similar classes of work.

In Alberta, the regulations under the Coal Mines Regulation Act were re-issued with a few changes. The orders under the Public Health Act were consolidated.

In Saskatchewan, revised regulations respecting liquefied petroleum pressure ves-

sels and distributing plants set out more stringent welding and shop inspection requirements for storage tanks. Allowances to needy mothers were increased.

Other regulations deal with shop closing in St. John's, Newfoundland; conditional exemptions from the Saskatchewan Hours of Work Act; compensatory leave for federal prevailing rate employees; gas installations in Manitoba; and codes adopted by the Ontario Fuel Board.

## FEDERAL

### Financial Administration Act

Recent regulations under the Financial Administration Act were revisions of the regulations for ships' crews and officers, gazetted on January 8, and an amendment to the new prevailing rate employees general regulations, gazetted on January 22.

Under the new prevailing rate regulations that went into force on January 1 (L.G., Feb., p. —), the Treasury Board will not only fix a standard work week for prevailing rate employees but will also determine a first day of rest and a second rest day where applicable. An employee who works on his first day of rest will be paid time and one half his regular rate and double time for work on his second day.

The amendment provides that if a rest day coincides with a statutory holiday, the employee may now be credited with compensatory leave equal to one sixth of the number of hours in his standard work week, or eight hours, whichever is longer, if the deputy head so directs. Previously, compensatory leave was granted only for time worked on a statutory holiday.

New Ships' Crews Regulations approved by T.B. 526000 of December 20, 1957, went into force on January 1, replacing regulations authorized by T.B. 478801 of November 10, 1954 (L.G. 1955, p. 187). However, aside from the introduction of a new method of determining salary rates and some changes in the rules with respect to special leave and the accumulation of leave credits during a period of leave without pay, the provisions are the same as formerly.

The coverage is the same as previously, the regulations again applying to all unlicensed crew members on ships owned or chartered by the federal Government. They do not apply to members of the regular forces or the Royal Canadian Mounted Police, or to persons covered by the Prevailing Rate Employees General Regulations.

Salary rates will continue to be fixed by the Treasury Board on the recommendation of the department concerned following consultations with the Department of Labour, but will not necessarily be monthly rates as formerly, but will be rates based on salaries paid in the appropriate area of employment for similar classes of work. Rations and living quarters aboard ship may again be provided in addition to other remuneration or benefits. If it is customary to supply rations and quarters on a ship and they are not provided, the Treasury Board may, as formerly, fix an allowance in lieu of them.

Hours worked in excess of 40 in the week must again be paid for at the rate of one one-hundred and seventy-sixth of the monthly rate, or, if the deputy head approves, compensatory leave may be granted for a period equal to the number of hours of overtime worked.

Although the provisions respecting sick and vacation leave remain the same, the special leave provisions have been widened in line with recent changes in the prevailing rate regulations. A maximum of three days special leave may again be granted after six months service for circumstances such as marriage or a death in the family. Now, however, the deputy may grant special leave for any number of days if an employee is subpoenaed as a witness by a court, tribunal or commission or is required to perform jury duty.

The provision prohibiting an employee from accumulating leave credits during a period of leave without pay except when absent because of an injury sustained while on duty has been widened to permit vacation and sick leave credits to accrue while an employee is attending a navigation or engineering school or is trying a qualifying examination under the Canada Shipping Act for a certificate as master, mate or engineer.

The new regulations for ships' officers that went into force on January 1, replacing regulations authorized by T.B. 478900 of November 18, 1954 (L.G. 1955, p. 187), revised the basis of regular payment and also the method of paying overtime. Changes were also made in the provisions respecting special leave and accumulation of leave credits similar to those with respect to ships' crews (described above).

The coverage is unchanged, the regulations applying to masters, mates, and marine engineers certified under the Canada Shipping Act or to any person in a position designated by the Treasury Board as that of a ship's officer for the purposes of these regulations. Members of the regular forces and the Royal Canadian Mounted Police, as well as prevailing rate employees, continue to be exempt.

Officers' salaries will still be set by the Treasury Board following consultations with the employing department and the Department of Labour but, as is now also the case with ships' crews, the rates will be based on rates prevailing in the area for similar classes of work and will not necessarily be on a yearly basis as formerly. At the discretion of the deputy head, officers may again be paid half their salary if their ship is laid up during the non-navigation season unless they are required to perform maintenance or other duties on a full-time basis.

Under the new regulations, overtime is now expressly defined as time worked in excess of eight hours in the day and 40 hours in the week and, if the deputy head approves, must be paid for at a rate which is to be determined by dividing the employee's annual rate by 2112. In lieu of payment, compensatory leave may be granted for a period equal to the period of overtime.

Cash payment may not be made, however, nor may compensatory leave be given in respect of a fraction of an hour or to an employee with authority to require other employees to work overtime. If an employee in this last category works overtime, he may be paid whatever the Treasury Board, on the recommendation of the deputy head, decides or, notwithstanding the proviso previously referred to, he may be granted compensatory leave.

Previously, a ship's officer who worked more than eight hours in a day was entitled to a monthly lump sum payment of \$5, \$10, \$15, or \$20, depending upon what the Treasury Board considered to be the amount of overtime ordinarily performed on that ship. For days of work in excess of five in a week, an officer engaged elsewhere than in British Columbia received a cash lump sum approved by Treasury Board. Compensatory leave was granted to officers in British Columbia, who, after working at least 40 hours in any week, were required to be on active duty on the Saturday or Sunday immediately following.

## PROVINCIAL

### Alberta Coal Mines Regulation Act

Regulations under the Alberta Coal Mines Regulation Act dealing with compressed air blasting, electricity, miners' boards, miners' certificates and permits, provisional certificates and fees were gazetted on December 31 as Alta. Reg. 427/57, replacing regulations authorized by O.C. 881/55 (L.G. 1955, p. 1292). However, except for a difference in arrangement, the provisions are substantially the same as those in the earlier regulations. Regulation 551/57 gazetted the same day deals with fees and expenses of examiners and miners' boards.

While an owner, agent or manager is no longer obliged to secure the approval of the Director of Mines before using compressed air in underground mines, stringent rules for compressed air blasting are again laid down, the regulations setting out detailed requirements with respect to location of compressors, motors and switchgear, insulation of compressed air lines, the placing of valves, and precautions to be observed

during operations. As before, the regulations stipulate that the person doing the actual blasting must have a first, second or third class certificate. The safety rules to be followed if a piston-operated or a shear-strip operated shell fails to discharge during compressed air blasting are the same as formerly.

As regards electrical matters, the regulations again state that, except where otherwise provided, the rules set out in Part V of the Canadian Electrical Code (C 22.5 No. 2-1949, Use of Electricity in Coal Mines) apply in all mines. One such exception is the section dealing with electric hoists, which does not apply unless ordered by the Director. Another is that existing installations need comply with the provisions only when required by an electrical inspector. The Minister may also grant exemptions or may modify conditions in cases of emergency.

The regulations again provide that an owner, agent or manager must obtain the written permission of the electrical inspector before introducing electrical apparatus into a mine, into the ventilating district of a mine or into the pit of a strip mine, or before re-introducing such equipment where previously electricity had been prohibited or an installation condemned. Plans and specifications are to be included when submitting the application for approval (formerly called a notice of intention) to the electrical inspector and the district inspector. The approval of the electrical inspector is also necessary before changing the location of any fixed electrical equipment underground, making above ground any of the major electrical installations specified or before any person who is not a mine electrician may install, repair, adjust or remove any electrical apparatus in or about a mine.

As formerly, the owner, agent or manager is required to submit an annual report showing the electrical equipment in use at the mine. The provision permitting disputes over electrical matters to be settled by arbitration has been deleted, however.

The technical provisions which supplement or vary the code are the same as formerly, the regulations again setting out requirements with respect to such matters as shot-firing cables, magazines and fuses.

Provision is again made for the setting up of three-member boards in each district to conduct oral examinations for miners' certificates. As formerly, the district inspector will act as chairman, but the qualifications of the other members have been altered to the extent that one of the other members may now be the holder of a first

or second class certificate, whereas formerly a first class certificate was required. As before, the third member must be the holder of a miners' certificate.

The examination procedure is the same except that the new regulations expressly provide that every candidate must produce the medical certificate required under the Act as well as such additional information as the board may require. The Board on its part must ensure that every applicant has the prescribed qualifications.

Under the new regulations, the Director, as well as a district inspector, may now grant a miner's permit to a candidate who furnishes proof of having the required qualifications. A permit will be valid only in the district issued and for the period specified and, as before, may be cancelled at any time.

The conditions under which provisional certificates may be granted are the same except that the Director is now required to keep a record of all such certificates issued. Upon the recommendation of the electrical inspector or a district inspector, the Director may grant to a person who is qualified to apply for a written examination under the Act a provisional certificate (first class, second class, etc.), which is valid only at a specified mine and for a period of up to one year. A provisional miner's certificate valid for a period of up to six months at any mine in the province may be issued by a district inspector to an applicant with qualifications for a miner's certificate. Like the provisional certificates, however, it is subject to cancellation at any time.

### **Alberta Labour Act**

Two orders of the Alberta Board of Industrial Relations, Lumbering Industry Order No. 12 (1949), which granted a partial exemption from the hours provisions of the Act to certain sawmill employees, and Coal Mining Industry Hours of Work Order No. 17 (1950), which limited the hours of coal mine employees to eight in the day and 48 in the week, were rescinded by O.C. 1984/57, gazetted on January 15.

Also rescinded by O.C. 1984/57 were three earlier orders dealing with hours and overtime, the effect of which had been nullified by subsequent legislation. They were: Hours of Work Regulation No. 7 and Hours of Work Order No. 27 (L.G. 1942, p. 926) and Male Minimum Wage Order No. 6 (L.G. 1939, p. 396).

### **Alberta Public Health Act**

Orders under the Alberta Public Health Act have been consolidated into one regulation comprising 38 divisions, which was gazetted on January 15 as Alta. Reg.

527/57. While primarily concerned with public health problems, the regulations also contain provisions dealing with the health and safety of employees, some of which are set out below.

Among other rules, provisions setting out construction requirements, the sanitary facilities to be provided for workers, and health and hygiene standards for employees are included among the regulations governing restaurants (Division 3), bakeshops (Division 5) and barber shops and beauty culture parlours (Division 30).

Division 19, which deals with industrial and construction camps, contains detailed rules with respect to location, construction standards, floor and air space, sanitation and the care and preparation of food.

The regulations governing the use of dangerous substances such as wiping rags and cotton waste (Division 33), hydrocyanic acid gas (Division 35) and industrial poisons (Division 36) are intended to protect employees as well as the general public, as are the rules respecting food products such as canned meat (Division 6) and milk (Division 9).

### **Manitoba Gas and Oil Burner Act**

New requirements with respect to the installation of gas burning equipment were added to the regulations under the Manitoba Gas and Oil Burner Act (L.G., April 1957, p. 469) by Man. Reg. 3/58, gazetted on January 18.

As before, only a licensed gas fitter with a permit from the chief inspector may install any gas burning equipment or make a gas installation. A new provision states that when doing such work a gas fitter must now affix to the principal part of the equipment or installation a tag bearing his serial number.

Another provides that before connecting up gas equipment or a gas installation to its supply line, a gas utility must ask to see the gas fitter's permit, and within 48 hours after the gas is turned on must send a written report to the chief inspector, noting whether the required tag is duly attached and giving, among other particulars, the name and address of the gas fitter and the serial number of his permit.

The regulations also require every gas utility company to forward a list of all gas equipment or gas installations to which it has commenced to supply gas since January 1, 1957.

### **St. John's Shops Act**

By a proclamation gazetted on January 14 and effective January 26, Saturday was again declared to be a shop closing day in St. John's, Newfoundland, except during the

Christmas period or when another whole holiday occurs in the same week. Since September 12, 1955, Saturday closing has been in effect only during the summer months.

### Ontario Fuel Board Act

The regulations under the Ontario Fuel Board Act were amended by O. Reg. 4/58, gazetted on January 18, so as to adopt the CSA Code entitled, "Installation Code for Oil Burning Equipment" (CSA B139-1957). The amendment further provides that the installation, repair, maintenance, replacement or removal of fuel-oil appliances, fuel-oil piping tanks and vents must comply with the code.

### Saskatchewan Boiler and Pressure Vessel Act

New regulations under the Saskatchewan Boiler and Pressure Vessel Act dealing with liquefied petroleum gas pressure vessels and distributing plants were gazetted on January 3, replacing regulations authorized by O.C. 1371/53 (L.G. 1953, p. 1348).

Among other changes, some provisions with respect to portable cylinders have been deleted, additional shop inspection and welding requirements were laid down for storage tanks and other pressure containers and the licensing provisions were revised. Some of the changes are the result of transferring responsibility for the issuance of licences to sell and install L.P. gas cylinders from the Boiler and Pressure Vessel Branch of the Department of Labour to the Gas Licensing Branch.

It is again compulsory for a person operating a filling or distributing plant or selling L.P. gas equipment connected thereto to obtain an annual licence for each branch or plant operated by him. It is no longer necessary, however, for a dealer to obtain a licence from the Boiler and Pressure Vessel Branch in order to sell and install portable cylinders, new regulations issued recently under the Gas Inspection and Licensing Act (O.C. 2244/57, gazetted on December 13) having provided for the issuance of a limited contractor's licence authorizing the holder to sell and install L.P. gas cylinders and equipment.

As a result of these changes, three types of licences, instead of four, are now provided for. A Class A licence authorizes the holder to operate a filling or distributing plant, fill portable cylinders, transport tanks or other approved pressure containers or sell L.P. gas equipment. The holder of a Class B licence may distribute L.P. gas in the province by means of a transport tank or other approved manner to agents or consumers or sell L.P. gas equipment. The holder of a Class C licence may engage only

in the sale of L.P. gas equipment. By L.P. gas equipment, the regulations do not mean gas burning appliances but rather "storage tanks, transport tanks or other pressure containers, including fittings, machinery or other apparatus connected therewith".

In addition to performing his authorized tasks, every licensee, except the holder of a Class C licence, may also do the work of the holder of a lower class of licence.

As previously, a licensee is required to submit a sale and installation report for every L.P. gas storage tank or ASME code vessel installed or disposed of. Upon request, he must also supply the department with a list of all L.P. gas filling and distributing plants operated by him and of all installations being supplied with L.P. gas.

The regulations again stipulate that only approved vessels built in accordance with specified standards may be used. Unless otherwise provided for, the design, construction, installation and use of all L.P. gas vessels and equipment must conform with the provisions of NBFU Pamphlet No. 58 or other designated codes. A new proviso has been added, however, to the effect that these regulations do not apply to L.P. gas vessels used in a refinery, these being required to meet the standards of NBFU Pamphlet No. 59.

As has been indicated, some deletions have been made in the rules previously laid down for portable cylinders. The provisions respecting construction, registration, filling, retesting, maintenance and transportation of portable cylinders have been retained without substantial change but the section dealing with the installation and storage of such vessels does not appear in the new regulations. These and other minor deletions no doubt stem from the fact that licensing of L.P. gas equipment dealers is now under the exclusive jurisdiction of the Gas Licensing Branch.

The requirements for storage tanks and pressure containers other than portable cylinders are in some respects more stringent than formerly. No pressure container may be filled with L.P. gas, placed in the possession of a consumer or used in the province unless the department has been notified, has made an inspection and issued a certificate authorizing its use. Installations must be made under the supervision of an authorized person who, on completing his work, must send in the prescribed installation report.

While it is no longer necessary to have the department approve the proposed location of storage tanks with a capacity of 2,000 or more gallons, the manufacturer is

again required to submit design drawings and specifications for departmental approval and registration, giving all the particulars listed.

Every vessel is to be constructed in strict accordance with the registered design with all welding not only meeting the requirements of the ASME Welding Qualifications Code as formerly, but also of the new welding provisions of the regulations. These provide that all welders, including welding machine operators, employed upon the construction of a pressure vessel must have been tested within an 18-month period in accordance with the ASME Code in the presence of an authorized inspector who must record the results on a prescribed form which is to be made available to the department upon request. It is also the responsibility of the manufacturer to conduct procedure tests, including tests of the filler metal, and forward the results to the department for registration. If such tests are not held or if a vessel shows questionable workmanship, a provincial inspector may order weld test coupons cut and tested in accordance with the Saskatchewan Pressure Welding Regulations at the manufacturer's expense. Should the coupons fail, the vessel may be sealed and its use prohibited.

Shop inspection requirements are more specifically set out than formerly, the new regulations providing that every vessel exceeding five cubic feet in volume must be shop inspected during construction by a provincial government boiler or pressure vessel inspector or, if built in the United States, by an inspector holding a National Board Commission employed by a Code State or a boiler insurance company.

The provision setting out safety valve requirements for storage tanks has been amended to make the manufacturer responsible for seeing that every vessel is fitted with one or more spring-loaded safety valves of an approved type. The new regulations also provide that safety valves must comply with NBFU standards.

The additional safety rules are substantially the same as before, one change being that the use of underground storage tanks is now expressly forbidden. Previously, they could be built with the permission of the chief inspector provided certain conditions were met.

Aside from one or two minor changes, the standards laid down for transport tanks are the same as formerly, the regulations again stipulating that unless otherwise provided, the design and construction must conform with the applicable provisions of NBFU Pamphlet No. 58 and such sections of the ASME Code for Unfired Pressure

Vessels as have been adopted by the CSA Code B-51. In addition to an authorization from the Boiler's Branch, the approval of the Highway Traffic Board is again necessary before a transport tank may be used in transit.

No major changes were made in the requirements for filling and distributing plants, departmental approval of plans and equipment and a licence to operate again being necessary.

The prohibition against alteration and repairs by welding except with the approval of an inspector and by a licensed pressure welder does not now apply to containers having a pressure of 15 pounds p.s.i. or less.

### **Saskatchewan Hours of Work Act**

Two orders under the Saskatchewan Hours of Work Act granting conditional exemptions from the requirement to pay overtime after eight hours in the day and 44 in the week were gazetted on January 24. One, O.C. 70/58, provides that between November 1 and March 31 each year, employees of municipal skating rinks in Prince Albert may work up to 88 hours in a two-week period without payment of overtime. A similar exemption valid annually for the period May 15 to September 15 was granted to municipal swimming pool employees of that city by O.C. 71/58. Both orders contain the usual qualification respecting public holidays.

Similar conditional exemptions were previously granted to employees in swimming pools in Regina and Saskatoon and to employees engaged in maintaining rinks operated by the Saskatoon Playgrounds Association.

### **Saskatchewan Social Aid Act**

Allowances to needy mothers in Saskatchewan were increased, effective January 1, by an amendment to the Mothers' Allowance Regulations under the Social Aid Act (L.G. 1955, p. 966).

As before, an allowance may be paid to a mother with one or more children who is a widow or in need of financial assistance for certain other reasons. Both the rates and the method of payment have been changed, however.

Instead of allowances ranging from a maximum of \$480 a year for a mother with one child, up to \$1,080 a year for a mother with 10 children, the regulations now provide for an allowance of up to \$600 a year for a needy mother, plus an additional \$120 a year for each child.

The regulations no longer set out a range of maximum annual allowable incomes including allowances; instead they stipulate

*(Continued on page 291)*

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in December about double number in November, about 88 per cent higher than in December 1956, statistics\* show. Claimants on "live file" up substantially

The number of initial and renewal claims for unemployment insurance benefit in December was 499,213, being about double the 249,108 recorded in November, and approximately 88 per cent higher than the December 1956 total of 265,230.

Claimants having an unemployment register in the "live file" on December 31 numbered 744,248, comprising 18.5 per cent of the estimated insured population for the beginning of the month. This represents a substantial rise over the November figure of 403,273 and the December 1956 figure of 398,244.

Of the 744,248 claimants, 88,892 were claimants for seasonal benefit (72,251 males and 16,641 females), and these included 8,155 male and 48 female claimants in the fishing industry.

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With reference to Tables E-1 to E-4 at the back of this issue, it should be noted that this year, for the first time, all the tables give figures which represent combined regular and seasonal—including fishing—claims or payments. In the past, during the period when seasonal benefit was applicable, Table E-1 covered regular payments only, while in Table E-3 only the column relating to initial claims filed, covered seasonal as well as regular claims.

The increase in claims filed during December and in the number of claimants on the register at the end of the month over last year appears in large measure to be due to lower levels of activity in such industries as construction, logging and service. In part, it is also due to the inclusion of fishermen (about 8,000) among claimants for the first time and to some shift of seasonal benefit claimants from January to December, although the figures indicate that these were not the major factors in the increase.

\*See Tables E-1 to E-4 at back of book.

Eighty-one per cent of the claimants were males, against 78 per cent on November 29 and 79 per cent on December 31, 1956. This reflects the importance of reduced activity in industries, such as construction, which employ a high proportion of males.

The distribution of claimants on the basis of duration on claim shows over 64 per cent of the December 31 total with a record of four weeks or less. This category accounted for 60 per cent of the November 29 total, and 68 per cent on December 31, 1956. At the upper end of the schedule the proportion of claimants having a minimum of 13 weeks on claim was 12 per cent (December 1957), 15 per cent (November 1957) and 11 per cent (December 1956). Males constitute a considerably smaller proportion of the longer term claimants (68 per cent as of December 31) than of the total (81 per cent).

Postal claimants constituted 38 per cent of the December 31 claimants, an increase of four percentage points over the 34 per cent for November 29. As was the case in November, the increase occurred wholly among the males. Part of this increase is accounted for by seasonal benefit claimants, of whom 42 per cent were postal, against 37 per cent of the regular claimants (85 per cent of the fishing claimants are postal).

Claimants unable to establish the right to any kind of benefit accounted for 82 per cent of those "not entitled to benefit"

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

on initial claims. This compared with 82 per cent the previous month and 62 per cent in December 1956.

The estimated average weekly number of beneficiaries rose by 63 per cent over November and was 138 per cent above the figure for December 1956. Increases of the same magnitude were reflected in the number of weeks compensated, but the amount of benefit paid during December was 68 per cent over November and 155 per cent in excess of the same month last year. Payment of seasonal benefit during the current month is a factor contributing to higher payments over both November 1957 and December 1956. Payments in respect of fishing benefit account for less than 1 per cent of total payments.

The average weekly rate of benefit paid rose to \$21.63 during December. This is an increase of 4 per cent over the November average of \$20.87 and is 7 per cent higher than the December 1956 average of \$20.21.

#### Unemployment Insurance Fund

Revenue received in December totalled \$21,936,826.43 compared with \$21,602,141.47 in November and \$21,653,382.16 in December 1956. Benefit payments in December amounted to \$31,907,823.27 compared with \$18,961,516.48 in November and \$12,515,533.79 in December 1956. The balance in

the fund on December 31 was \$877,470,144.39; on November 30 it was \$887,441,141.23 and on December 31, 1956 it was \$926,776,830.22.

#### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December show that insurance books or contribution cards have been issued to 4,875,207 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1957.

At December 31 employers registered numbered 299,885, an increase of 738 since November 30.

#### Enforcement Statistics

During December 1957, 4,683 investigations were conducted by enforcement officers across Canada. Of these, 3,468 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 104 were miscellaneous investigations. The remaining 1,111 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 83 cases, 9 against employers and 74 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 728.\*

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## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1445, January 17, 1958

**Summary of the facts:** The claimant is one of several employees who were dismissed from their employment on March 5, 1956.

According to the submissions, these employees requested that the circumstances of their dismissal be considered in the light of the provisions of the Ontario Labour Relations Act. A commissioner was appointed by the provincial Minister of Labour to investigate the matter and his decision, dated April 23, 1956, was to the effect that the company had violated Section 47 of the Ontario Labour Relations Act in dismissing these employees; that those discharged and rehired should be made whole in respect of the loss of pay suffered by them in the interval; that those discharged and not rehired were entitled to

be reinstated to their former jobs if they so desired and also to be made whole in respect of loss of pay in the interval.

In complying with the aforementioned decision, the company computed its liability to the rehired employees on the basis of the wages to which they would have been entitled had they not been dismissed, less wages, if any, earned elsewhere and unemployment insurance benefit received. Moreover, as it was alleged that the company was on the verge of bankruptcy and therefore unable to pay the full amount of its liability, an agreement was reached with the employees to accept 80 per cent of the amount owing as full settlement.

The claimant filed a claim for benefit on March 6, which was allowed. He was

\*These do not necessarily relate to the investigations conducted during this period.



subsequently reinstated to his former employment with back pay as described above and on February 25, 1957, the insurance officer disqualified him retroactively from March 4, 1956 to April 28, 1956 on the ground that he had not proved that he was unemployed during that period (section 54 (1)).

Following the claimant's appeal to a board of referees, the insurance officer rescinded his decision and referred the case to the board on the question as to whether the retroactive pay received by the claimant was to be considered as earnings within the meaning of section 172 (1) of the Regulations.

The board of referees, which heard the case on April 18, 1957, unanimously dismissed the appeal. The board was of the opinion that "the retroactive pay was undoubtedly given pursuant to the settlement of a grievance and that this provision became a part of the employees' contract of service". Under the circumstances the amount received in settlement (\$273.12) had to be considered as earnings within the meaning of sections 172 (1) and 173 (1) of the Unemployment Insurance Regulations.

The interested union appealed to the Umpire and through its counsel requested an oral hearing before the Umpire, which was held in Ottawa on September 19, 1957. The union was represented by counsel.

The counsel for the union argued that the monies received by the claimant could not be termed "remuneration or income" and could not be said to have been received "in connection with services performed". It had nothing to do with a breach of contract of service. It was received pursuant to a right arising under the Labour Relations Act, because of a breach of the law by the employer. The claimant had been dismissed at the time the monies were awarded and the question of wages entered the issue only as a yard-stick for a settlement.

The counsel for the Commission contended that the reinstatement compensation was damages under the contract of service which the employer was compelled to pay by reason of his breach of the said contract. These payments, therefore, were income "in connection with services performed".

**Conclusions:** Section 172 (1) of the Unemployment Insurance Regulations provides, in part, as follows:

The earnings to be taken into account for the purpose of determining the amount of benefit payable to an insured person are... all remuneration or income received or to be received in connection with services performed by such person, whether or not under

a contract of service and, for the purpose of this section, shall include

- (a) retirement leave credits;
- (b) wages in lieu of notice;
- (c) reserve army pay for attendance at camp for not more than two consecutive working days;
- (d) board and lodging;
- (e) holiday pay provided for by subsection (4) of section 173;
- (f) workmen's compensation paid in respect of total temporary disability; and
- (g) monies paid in consideration of a claimant's returning to or commencing work with a specific employer.

It can, therefore, be seen that the interpretation put forward by the counsel for the Commission is not without merit. The monies paid to the claimant in this case can in a sense, but only remotely, be said to have been received in connection with services performed in that services were at some time performed by him for his employer under a contract of service.

The wording of section 172 (1), however, leaves much to be desired as to precisely what its provisions were intended to include as earnings for the purpose of unemployment insurance benefit. Moreover, paragraphs (a), (b) and (g), for example, specifically refer to instances where the remuneration or income received or to be received appears to be similar in its source and nature to the monies paid to the claimant in the present case, especially in that the remuneration or income need not be for services actually performed. On the other hand, in a recent decision, namely CUB-1443, I held that the remuneration received by a canalman whilst on compensatory leave was earnings because actual services, i.e., overtime work, had been performed by him in the past and the remuneration could truly and really be said to be in connection with or for the services actually performed.

Consequently, as there were no services actually performed by the claimant at any time for the monies paid to him by the employer and as monies paid under circumstances such as those which are described in this case are not specifically mentioned in any one of the paragraphs from (a) to (g) of section 172 (1), I consider and decide that the monies received by the claimant in this case cannot be held to be earnings within the meaning and for the purpose of section 172 (1) of the Unemployment Insurance Regulations.

The appeal is allowed.

**Decision CUB-1450, January 24, 1958**

*(Translation)*

*Summary of the facts:* On December 12, 1956, the employees of the warping department of a cotton mill, 75 in all,

refused to comply with the modifications introduced by the employer regarding the performance of their work and were released for as long as they did not accept the new working conditions.

The same day and for the two or three days following, 756 employees of the plant's other departments had to be released because of the shortage of work caused by the stoppage that had occurred in the warping department.

On December 18, during a meeting of the members of the union that was one of the parties to the collective agreement that at that time governed the working conditions of all the employees of the above-mentioned departments, the union president announced, with the applause of those attending, that the union would, from the union's fund, make loans to help the unemployed members. Each borrower, in order to receive a loan, had to promise to repay the loan in the event that he received unemployment insurance benefit or that his salary was paid to him by the employer. A few members of the executive committee of the union, that is about three or four, had decided to make loans of that kind, without any resolution having been passed and without any meeting of the executive committee and also without a general meeting of the members.

It appears that the first of those loans was made on December 24, 1956 and the last one on January 14, 1957 following a resolution, "passed at a meeting of the union held on January 17, 1957, to the effect that the loans were discontinued". The average loan was about \$10.00 a week, but some members did not borrow any money as they did not need any help.

The claimant and those associated with him in this appeal belonged to the union and were employed in one of the plant's departments where operations had to cease by reason of the stoppage of work in the warping department. The insurance officer decided that these claimants had lost their employment by reason of a stoppage of work attributable to a labour dispute at the factory at which they were employed and that they had failed to prove that they had not financed the dispute or that they did not belong to a grade or class of workers that included members who were financing it. They were, therefore, disqualified from receipt of benefit from December 24, 1956 to January 14, 1957.

The decision of the insurance officer was appealed to the board of referees. At the hearing of the case the claimant's representative, basing his arguments on the facts already known and those revealed by the

witnesses in their testimonies before the board, chiefly endeavoured to establish that:

1. The decision to loan money to the members had been made in a manner contrary to the union's constitution;

2. The said loans differed from allowances usually given to strikers, in that there was an obligation to repay, that the money was taken from the local union's fund and not "from the general fund of the (parent union)" and that the loans had been granted "as a gratuity or as a charity", only to the members "who were in need of money as a sort of an advance on their unemployment insurance benefit," as the insurance officer had taken a considerable time to make his decision; and

3. As the union, according to the provincial law, was a corporate body distinct from its members, it was impossible to state that the members had financed the dispute.

On March 26, 1957, the board of referees by a majority upheld the decision of the insurance officer, being of the opinion that the loans had, for all practical purposes, constituted the financing of the dispute. The dissenting member, after taking into account the obligation to repay the loans and contending that there was nothing in the evidence to show that the loans "were made from the union's fund or from dues paid by the members,..." gave a contrary opinion.

On April 3, 1957 the union appealed to the Umpire. In his brief of June 19, the representative of the union repeated in greater detail the arguments which had already been submitted to the board of referees. On the other hand the director of unemployment insurance produced a statement of observations in which among other things he drew the Umpire's attention to the British jurisprudence dealing with the financing of a labour dispute, to the possibility of disregarding the legal entity of a corporate body in certain cases and to the fact that the insurance officer was not in a position to give an equitable decision before December 24, 1956.

**Conclusions:** In his brief, the representative of the claimants admitted that they had lost their employment by reason of a stoppage of work attributable to a labour dispute and, in his statement of observations, the director of unemployment insurance said that the insurance officer had given them the benefit of the doubt with respect to the questions of direct interest and participation. I will therefore only consider the question of the financing of the dispute and, in this respect, I will first examine

whether, in the present case, there was a financing of the dispute within the meaning of section 63(2) of the Act. Should such be the case, I will then establish who were the persons who financed it and what should be the duration of their disqualification from receiving benefit.

One of the best established facts in the present case is that there was some money coming out of the union's fund which was paid to certain members as conditional loans to help them during the stoppage of work attributable to the labour dispute at the factory where they were employed.

Another indisputable fact is that the loans, at least in part, came from the dues they had paid into the union's fund.

Moreover, the union's constitution and regulations establish that, even though, by virtue of a fiction of the law, the members were not the real and absolute proprietors of the money in the union's fund, they nevertheless had an interest in the disposal of the money and, directly or as principals, had a right of control over the operations of the fund. In fact, the members of the executive committee, which among other things is "responsible for the administration of the assets of the union" (Sec. 31.2.), are elected by a general meeting of the members (Sec. 42.5.); a general meeting "determines the administrative expenses and how the union's money is to be used" (Sec. 42.1.), subject to the approval of the executive committee; finally, the executive committee and the treasurer have to report to the general assembly, which "decides on all the recommendations submitted" (Sec. 42.7.). On the other hand, the members in an ordinary meeting may vote certain expenses without having to refer the matter to the executive committee (Sec. 34).

Now, to finance a labour dispute within the meaning of the Unemployment Insurance Act is, in my opinion, to help financially in some manner one of the parties to the dispute in a way which, intentionally or not, is likely to prolong the duration of the stoppage of work or to support the party in its demands. In view of the foregoing it can be readily observed that loans of money to members of a union during a stoppage of work attributable to a labour dispute in which, as in the present case, some members are directly involved as interested parties or as participants, may very well achieve one or both of the aforementioned purposes. Loans of this kind in such circumstances, and a *fortiori* conditional loans such as those which were

made in the present case where the eventual elimination of the obligation to reimburse could convert the loan into an unconditional gift, do create, barring evidence to the contrary (the onus being placed on the claimant by the Act), a presumption that such loans have either prolonged the stoppage of work or supported the demands of one of the parties to the dispute, or even both. No proof to the contrary has been submitted by the claimant in this case.

In view of the absence of such evidence, I must, therefore, conclude that there was a financing of the labour dispute within the meaning of the Act in this case. As it has already been established on the one hand that the money, at least in part, came from the union's fund and consisted of the dues paid by the members, and that, on the other hand, the union's members had an interest in the disposal of the money as well as a right of control over the operations of the fund, it follows, therefore, that there was a financing of the labour dispute by the union's members.

I do not have to decide upon the regularity of the procedure followed in granting the loans to the members; I need only to be satisfied that loans were in fact made to some members and that these members accepted them readily and without objection. Neither do I have to decide upon the question of any delay on the part of the insurance officer in making his decision, as this is exclusively a matter of administration which comes under the jurisdiction of the Unemployment Insurance Commission.

For the above-mentioned reasons, I consider that all the employees of the class of the union's members, whether they all obtained loans or not, have financed the labour dispute within the meaning of paragraph 2(a) of section 63 of the Act; the employees of the same grade, i.e., of the same occupation as any one of those mentioned in this paragraph and who do not belong to the union, are also disqualified from receipt of benefit but under paragraph 2(b) of the same section; the disqualification in both cases being for the duration of the financing, that is, from December 24, 1956 to January 14, 1957 inclusive.

Needless to say that no disqualification is imposed with respect to the employees concerned in the present appeal if they do not belong to the same grade or class as those mentioned in the preceding paragraph.

I, therefore, dismiss the union's appeal.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during January

### Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 204 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 100 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited .....	1	\$ 448.00
Defence Production .....	97	285,595.00
Post Office .....	13	333,411.55
R.C.M.P. ....	1	2,321.00
St. Lawrence Seaway Authority .....	1	113,720.64

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during January

During January the sum of \$7,400.42 was collected from 14 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 338 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Atomic Energy of Canada Limited

*Chalk River Ont:* Hill-Clarke-Francis (Quebec) Ltd, extension to Metallurgy Bldg No 465; M Sullivan & Son Ltd, construction of cafeteria bldg No 500.

### Central Mortgage and Housing Corporation

*Camp Gagetown N B:* M F Schurman Co Ltd, construction of housing units, DND 45/54. *Camp Borden Ont:* Grisenthewaite Construction Co, construction of housing units, DND 13/55; Swansea Construction Co, construction of ground services, DND 13/55.

### Department of Citizenship and Immigration

*Sault Ste Marie Indian Agency Ont:* Alex Wray & Sons Co Ltd, alterations to heating system, Shingwauk IRS. *Fisher River Indian Agency Man:* Louis Ducharme, construction of Peguis Central Indian day school. *Skeena River Indian Agency B C:* D Robinson Construction Ltd, construction of Indian day school, power house & teachers' residences, Kitkatla, Gurd Island.

### Defence Construction (1951) Limited

*Summerside P E I:* McNeilly Bavington Ltd, fire retardant painting of interior of hangars & leantos, RCAF Station; Canadian Comstock Co Ltd, construction of underground power, street lighting & communication system, etc, RCAF Station. *Dartmouth N S:* Central Construction Co, construction of crash tender garage, *HMCS Shearwater.* *Halifax N S:* Cardinal Painting & Decorating Co Ltd, interior painting of PMQs, Shannon Park. *Camp Gagetown N B:* Leeds Bridge & Iron Works Ltd, supply & erection of structural steel & steel joists for garage. *Longue Pointe Que:* Weiss Electrical Contracting Co, rewiring electrical distribution system & alterations to instrument shop, 202 base workshop. *Nicolet Que:* North Shore Construction Co Ltd, installation of emergency main under Nicolet River. *St Johns Que:* Fred Korman, enlargement of substation & extension to electrical distribution system, RCAF Station. *Valcartier Que:* Freres Jobin Inc, construction of grenade range. *Barriefield Ont:* Connolly & Twizell Ltd, construction of underground steam distribution system & extension to central heating plant. *Centralia Ont:* Ruliff Grass Construction Co Ltd, reinforcement of glulam arches in chapel. *Clinton Ont:* Ruliff Grass Construction Co Ltd, reinforcement of glulam arches in chapel, RCAF Station. *Camp Shilo Man:* Durall Ltd, addition to central heating plant. *Portage la Prairie Man:* McNeilly Bavington Ltd, fire retardant painting of interior of hangars, RCAF Station. *Calgary Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of lecture training bldg & outside services, Currie Barracks; Wirtanen Electric Co Ltd, additions & alterations to electrical distribution system, RCAF Station, Lincoln Park.

### Building and Maintenance

*St Hubert Que:* Lagendyk & Co Ltd, interior painting of bldgs, RCAF Station. *St Johns Que:* Unic Steel Products Ltd, supply & installation of ventilation system in bldg No 47, RCAF Station. *Oakville Ont:* Walker Painting & Decorating Co Ltd, interior painting of PMQs, Surrey Park. *Trenton Ont:* Walker F MacCormack, interior painting of PMQs, RCAF Station. *Camp Chilliwack B C:* J T Devlin & Co Ltd, interior painting of bldgs. *Vancouver B C:* Penning Crushing & Contracting Ltd, construction of breakwater, RCAF Station; M Sleightholme & Co Ltd, interior painting of bldgs, Jericho Beach.

### Department of Defence Production

*Cornwallis N S:* Guildfords Ltd, lagging of hot water tanks & steam pipes in boiler rooms, *HMCS Cornwallis*. *Greenwood N S:* Geo W Sampson, interior painting of PMQs, RCAF Station. *Quebec Que:* C Jobin Ltee, restoration of transformer vault No 2, La Citadelle. *Valcartier Que:* Quebec Decorators Reg'd, interior painting of tank hangars, No 20 Works Coy, RCE, Military Camp; Couverture & Ventilation Ltee, installation of ventilation system in auditorium, bldg No 63, CARDE. *Barrie/Ont:* Joseph Downey & Son, refurbishing of hardwood floors in PMQs, Fort Henry Heights. *Camp Borden Ont:* Pierce Construction, installation of combination doors in PMQs. *Ottawa Ont:* J G Tompkins & Co, construction of extension to POL shed, construction of island & relocation of pumps, etc, Beach Bldg. *Shirleys Bay Ont:* Shore & Horwitz Construction Co Ltd, additional work at transmitter site, Highway 15. *Uplands Ont:* McAuliffe-Grimes Ltd, installation of asbestos shingles on bldgs, RCAF Station. *Windsor Ont:* Loaring Construction Co Ltd, repairs at *HMCS Hunter*. *Winnipeg Man:* Norlen Painting & Decorating, interior redecoration of PMQs, Fort Osborne Barracks. *Saskatoon Sask:* Foulds Construction, construction of workshop addition to central heating plant, RCAF Station. *Calgary Alta:* Prudham Building Specialties Ltd, repairs to walls, etc, bldg No D2, Currie Barracks. *Edmonton Alta:* Bond & Leitch Ltd, reroofing of bldg, *HMCS Nonsuch*. *Lynn Creek B C:* Skyline Roofing Ltd, reroofing section of bldg No 2, Naval Depot. *Vancouver B C:* C J Oliver Ltd, repairs to roof trusses, hangar No 7, North Jericho; Peterson Electrical Construction Co Ltd, replacement of power poles, etc, Jericho Beach.

### National Harbours Board

*Quebec Que:* The Carter Construction Co Ltd, construction of addition to grain elevator.

### Department of Northern Affairs and National Resources

*Gravelbourg Sask:* H J Parker, \*construction of monument to commemorate Father Louis Pierre Gravel. *Fort Langley B C:* K J Moore, \*installation of electrical facilities in custodian's office & living quarters; Langley Glass Shop, \*supply & installation of glass, etc, in custodian's office & living quarters; Hubbard Construction, \*application of bonded roof for custodian's office & living quarters. *Kootenay National Park B C:* Rogers Sheet Metal & Roofing Ltd, \*application of bonded roofs on 4 bldgs; Patmore's Plumbing & Heating Co Ltd, \*installation of exhaust ventilation system in McKay Creek maintenance garage.

### Department of Public Works

*St John's Nfld:* E F Barnes Machine & Fabricating Shops, \*installation of two double drum winches on Dredge *PWD No 401*. *Stephenville Nfld:* Pinsent Construction Co Ltd, alterations & addition to RCMP detachment bldg & garage. *Cripple Creek N S:* Mosher & Rawding Ltd, cribwork wall reconstruction. *Dartmouth N S:* Halifax Shipyards, \*docking & repairing of tug *Fredericton*. *Halifax N S:* Mack's Construction Ltd, repairs & alterations to bldg at Pier 21. *Saint John N B:* Acme Construction Co Ltd, extension to garage, etc, RCMP detachment quarters. *Montreal Que:* Leonard J Weber Construction Co, construction of postal station "H". *Quebec Que:* A Janin & Co Ltd, construction of forest biology laboratory, Laval University. *Ste Anne de Bellevue Que:* Leonard J Weber Construction Ltd, construction of biological test bldg, Ste Anne's Hospital; Gagnon & Fils Ltee, installation of 6" gravity sewer, Ste Anne's Hospital. *Valleyfield Que:* Reid & Cambridge Ltd, supply & installation of two boilers & overhauling of pumps, etc, Federal Bldg; Arthur & Albert Marcell, alterations & repairs to federal bldg. *Amherstburg Ont:* McQueen Marine Ltd, construction of protection wall. *Arnprior Ont:* M Sullivan & Son Ltd, alterations to heating system, hangars Nos 1 & 2 & drill hall, Civil Defence College. *Elliot Lake Ont:* Georgian Bay Construction Co Ltd, addition to temporary postal accommodation. *Erieau Ont:*

Sir Lindsay Parkinson (Canada) Ltd, construction of boat harbour. *Manitoulin Island Indian Agency Ont*: Percy Harper, Wilbert Oliver & Hayden McDonald, construction of two-classroom block, South Bay. *Mount Forest Ont*: Roger F MacEachern, interior alterations & interior & exterior painting, public bldg. *Ottawa Ont*: William D'Acoust Construction Ltd, alterations & repairs to No 8 Temporary Bldg; James H Wilson Ltd, supply & installation of laboratory fittings in Chemistry Radioactive Ores & Administration Bldg, Booth St; Aerodyne Engineering Co, installation of air conditioning & ventilation systems, first floor, Militia Stores Bldg; Ontario Building Cleaning Co Ltd, renewal of flashing & roof repairs, etc, Royal Canadian Mint; A E Proulx, sanding of floors, No 8 Temporary Bldg. *Pike Creek Ont*: Dean Construction Co Ltd, improvements (dredging & training walls). *Pointe au Baril Ont*: Onway Construction Co, wharf reconstruction. *Sutton (Black River) Ont*: Simcoe Dock & Dredging Ltd, reconstruction of training wall. *Toronto Ont*: Toronto Dry Dock Co Ltd, \*docking & repairs to Dredge PWD No 116; Robert Wilson, removal of garbage & ashes from federal bldgs. *Windsor Ont*: Luigi de Appollonia, alterations to UIC bldg; David Greenblat & Jack Kreaden, demolition of various bldgs, Federal Bldg site. *Carman Man*: Harris Construction Co Ltd, addition & alterations to federal bldg. *Athabasca Alta*: C H Whitham Ltd, construction of RCMP detachment quarters. *Calgary Alta*: Poole Construction Co Ltd, alterations to second floor, Northern Electric Bldg. *Edmonton Alta*: Western Cartage & Storage Ltd, moving of various departments into federal bldg. *Ermineskin Alta*: Alexander Construction Ltd, construction of RC school, Hobbema Indian Agency. *Lethbridge Alta*: Glen Little, construction of poultry house, etc, Veterinary Research Station. *Ma-Me-O Beach Alta*: Square M Construction Ltd & Coleman Collieries Ltd, wharf repairs. *Sylvan Lake Alta*: Quam Construction Co, breakwater-wharf repairs. *Prince George B C*: C J Oliver Ltd, interior alterations to basement, federal bldg.

### The St. Lawrence Seaway Authority

*Iroquois Ont*: Loeweld & Forge Products Ltd, supply & installation of covers for recesses, handrails, fencing, etc, International Rapids Section.

### Department of Transport

*Halifax N S*: Atlas Construction Co Ltd, construction of road & clearing, stumping & grubbing at airport. *Dunnville Ont*: S G Powell Shipyard Ltd, \*construction of three landing barges. *Kingston Ont*: Kingston Shipyards, \*construction of three landing barges. *Pagwa Ont*: Besner Bros Construction, additional drainage at aerodrome. *The Pas Man*: Wirtanen Electric Co Ltd, construction of airport lighting facilities, etc.

## Recent Regulations

(Continued from page 282)

that the combined allowance to a mother, father and children must be reduced by the amount of other income in excess of \$540 a year. As a result of these changes, the total allowable income of a mother with one or two children has been increased by \$240 a year, that of a mother with three children by \$300.

Another new provision raised the additional allowance for an incapacitated father living at home from \$120 to \$240 a year.

Instead of \$360 a year for a first child, \$480 for two children, and \$540 for three, with further allowances for each additional child, a guardian may now be paid up to \$420 a year for the first child and \$240 a year for each additional child. In lieu of a ceiling on allowable annual income, the regulations provide that in all cases the allowance will be reduced by the amount of other income in excess of \$300 a year.

Another new provision authorizes the payment of an additional award equal to the actual expenditure for travel and maintenance incurred by an incapacitated father or child in having an examination requested by the Disability Certification and Rehabilitation Review Committee of the Department of Social Welfare.

Another order gazetted on January 10, O.C. 2393/57, provided that effective from November 1, 1957, any allowance paid under the Old Age Assistance, Blind Persons' Allowance or Disabled Persons Allowance Acts or any pension under the Federal Old Age Security Act will not be deemed income for the purposes of these regulations. A further amendment provided that any allowance under the Supplemental Allowance Regulations is not to be included when calculating income. Previously, only the basic allowance could be excluded.

# STRIKES AND LOCKOUTS

## January 1958\*

There were 23 work stoppages in existence during January,\* causing a total time loss of 169,880 man-days during the month. The number of stoppages and the time loss resulting from them have only slightly increased from the previous month. However, the January 1958 figure for time loss is more than three times the figure for the same month last year (52,680 man-days).

Nearly three quarters of the total time loss during January was caused by the stoppage affecting the pulp and paper industry in British Columbia. This strike, involving more than 5,000 workers, caused a time loss of 122,430 man-days during the month, and a total time loss of 311,640 man-days since its beginning November 14, 1957. (This work stoppage ended on February 4.)

Of the 23 work stoppages in existence during this month, eleven involved one hundred or more workers. Three stoppages of this category that began prior to January were still in progress at the end of the month. On the other hand, five stoppages involving one hundred or more workers that began in January were terminated at the end of the month.

On an industry basis (see Table 1), manufacturing had the largest number of work stoppages and of workers involved. This industry also had the highest rate for time loss, as a result of the strike in the pulp and paper industry in British Columbia. In other industries, both the number of stoppages and the time loss were comparatively low.

\*Table G-1 at the back of this issue compares the number of strikes and lockouts in existence during January of this year with December and January of last year. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also indicated.

Table G-2 deals more specifically with stoppages involving 100 or more workers in existence during January 1958. The approximate time-loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and also the industries in which they took place.

Table 1—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY INDUSTRIES, JANUARY 1958.

Industry	No of Strikes	No. of Workers	Time Loss
Fishing .....	1	700	18,200
Mining .....	2	1,314	8,815
Manufacturing .....	11	6,387	129,070
Transportation .....	1	12	265
Trade .....	2	12	265
Logging .....	1	250	500
Construction .....	5	689	12,765

On a provincial basis (Table 2), British Columbia had the highest rate for time loss, again as a result of the strike affecting the pulp and paper industry. Although Ontario had the largest number of work stoppages during January, the number of workers involved and the time loss were comparatively low in that province. In Quebec, few workers were involved in work stoppages during January and the time loss was low.

Table 2—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY PROVINCES, JANUARY 1958.

Provinces	No. of Strikes	No. of Workers	Time Loss
British Columbia ....	3	6,281	140,900
Nova Scotia .....	3	1,343	8,860
Quebec .....	4	330	4,550
Ontario .....	13	1,410	15,570

A resolution calling for a ban on strikes and lockouts at all Ontario hydro public utilities failed to gain adoption at the annual meeting early this month of the Ontario Municipal Electric Association.

The resolution asked that, in the interests of public safety, all hydro public utilities be declared essential industries and that the Ontario Department of Labour be empowered, if requested by a utility, to ban a strike or lockout resulting from an unsettled labour dispute.

The resolutions committee chairman recommended non-approval because "the right to strike is a constitutional right that should not be interfered with".



# PRICES AND THE COST OF LIVING

## Consumer Price Index, February 1958

Canada's consumer price index (1949=100) advanced 0.2 per cent from 123.4 to a new high of 123.7 between January and February\*.

An increase in the food index accounted for most of the rise, with upward movements in shelter and other commodities and services indexes also contributing. Both the clothing and household operation indexes remained unchanged.

The food index rose from 119.4 to 119.9 as increases were registered for most items of fruit, vegetables and meats. Advances were greatest for oranges, fresh tomatoes and beef. The only decline of consequence was a further drop in the price of eggs.

The other commodities and services index moved from 129.1 to 129.5, mainly on the strength of further widespread increases in hospital rates averaging 3 per cent. Fractionally higher prices were reported for pharmaceuticals and personal care items, including toothpaste, toilet soap and shaving cream.

The shelter index edged up from 136.6 to 136.9 following slight advances in both the rent and home-ownership components.

The clothing index remained unchanged at 108.8 as lower prices for rayon piece goods and a wide range of children's clothing balanced higher prices for some items of men's and women's wear.

The household operation index, unchanged at 120.8, also reflected slight and offsetting price movements as textiles and household supplies were higher and furniture and floor covering were at lower levels.

The consumer price index one year earlier (February 1957) was 120.5. Group indexes on that date were: food 117.2, shelter 133.8, clothing 107.4, household operation 119.1, and other commodities and services 123.8.

## City Consumer Price Indexes, January 1958

Consumer price indexes (1949=100) were higher in seven of the ten regional cities between the beginning of December 1957 and the beginning of January 1958, and lower in the other three†. Increases ranged from 0.7 per cent in Toronto to 0.1 per

cent in Saint John; the decreases were all moderate, that of 0.3 per cent in Halifax being the largest.

Food indexes were higher in most cities as beef prices experienced substantial increases in all regions. Lamb, veal and chicken were also higher but pork prices, particularly bacon, eased in a number of cities. Fresh fruits and vegetables—notably oranges and grapefruit—moved to higher price levels while egg prices were down in all ten regional cities, averaging 3 cents a dozen below December 1957 levels.

Clothing indexes were down in most cities as annual January sales were reflected in lower prices for a number of items, particularly men's suits and coats, women's cloth and fur coats and girls' winter coats. Automobile prices for new 1958 model passenger cars were down slightly from December prices in most cities. Newspaper prices were up in six of the ten regional cities.

Regional consumer price index point changes between December and January were as follows: Toronto +0.9 to 127.0; St. John's +0.4 to 110.2\*; Montreal +0.4 to 123.8; Vancouver +0.4 to 124.3; Winnipeg +0.3 to 121.9; Saskatoon-Regina +0.2 to 120.3; Saint John +0.1 to 123.5; Halifax -0.4 to 120.7; Ottawa -0.3 to 123.9; Edmonton-Calgary -0.1 to 119.9.

## U.S. Consumer Price Index, January 1958

The United States consumer price index (1947-49=100) for January was 122.3—a new record—compared with 121.6 in December 1957. The 0.6-per-cent rise was the steepest since July 1956, when the increase was 0.7 per cent. The index one year earlier was 118.2.

Sharply higher food prices accounted for four fifths of the January increase and there was a net rise in the other goods and services index.

## U.K. Index of Retail Prices, January 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) dropped slightly between mid-December and mid-January declining from 108.2, which was a new record, to 108.1. At the beginning of 1957, the index stood at 104.4.

\*See Table F-1 at back of book.

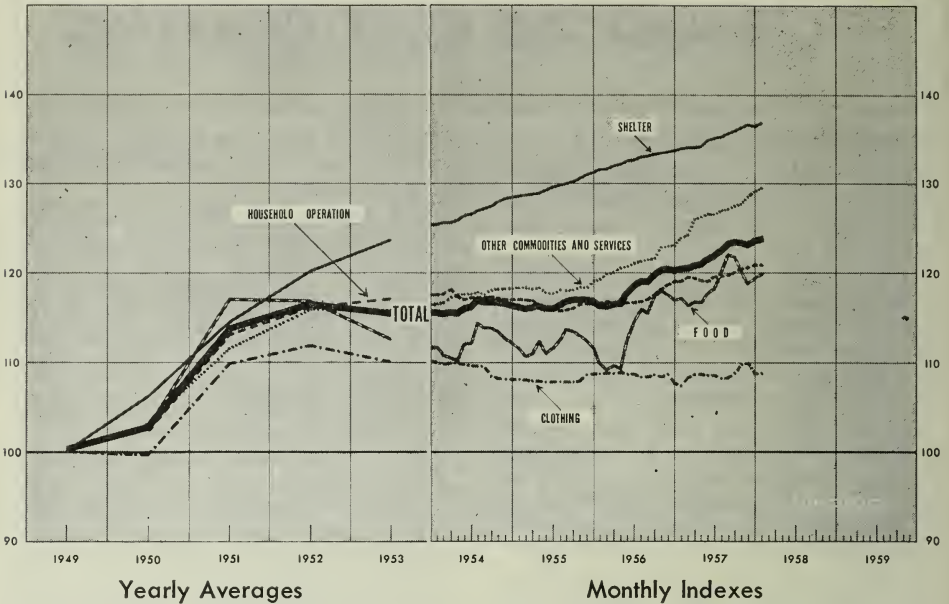
†See Table F-2 at back of book.

\*On base June 1951=100.

# CONSUMER PRICE INDEX

Index 1945=100

Index 1945=100



## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 115.

### Biographies

1. ALLEN, VICTOR LEONARD. *Trade Union Leadership, based on a Study of Arthur Deakin*. London, Longmans, Green, 1957. Pp. 336.

Arthur Deakin was General Secretary of the Transport and General Workers' Union, the largest British labor union, from 1940 till his death in May 1955. The author describes and analyzes the power of a labor union leader as exemplified by Mr. Deakin.

2. COLE, GEORGE DOUGLAS HOWARD. *The Life of William Cobbett. With a Chapter on Rural Rides by the late F. E. Green*. 3d ed., rev. London, Home & Van Thal, 1947. Pp. 455.

William Cobbett (1763-1835) was an English political writer and Member of Parliament.

### Canada at Work

The following talks were broadcast for and published by the Federal Department of Labour during 1957.

3. ANDREW, GEOFFREY CLEMENT. *Is a University Degree Important?* Pp. 4.

4. BERKLEY, JOSEPH. *How We Organized Our Community Rehabilitation Program*, by Joseph Berkley and Stuart Young. Pp. 4.

The two speakers, who are associated with the Institute of Physical Medicine and Rehabilitation of Essex County in Windsor, Ont., tell about this association.

5. BISSELL, CLAUDE THOMAS. *The Needed Expansion of University Training Facilities*. Pp. 4.

6. BLACKBURN, GEORGE G. *"Call it Rehabilitation."* Pp. 5.

Condensation of soundtrack of the motion picture "Call it Rehabilitation," produced by the National Film Board for the Department of Labour.

7. CHARTRAIN, PAUL. *The Story of a Community Rehabilitation Centre.* Pp. 3.

The speaker is Secretary-Treasurer of the Quebec City Rehabilitation Clinic. He describes the work of his organization, which was set up on September 9, 1955.

8. COULSON, L. F. D. *Employment of the Older Workers.* Pp. 4.

The speaker, who is manager of the National Employment Service office in Hamilton, suggests that counselling may help the older worker seeking a job.

9. DAVISON, H. *Changing Trends in the Farm Labour Field.* Pp. 4.

The speaker points out that in spite of the increase of mechanization in agriculture there is still need for part-time employment during peak periods.

10. DAWSON, W. W. *The History of the Agricultural Working Force in Canada.* Pp. 4.

After reviewing the history of the agricultural working force in this century, the speaker suggests some means of solving local shortage of farm workers.

11. DOUSE, H. L. *The Older Worker is a Good Employee.* Pp. 4.

The speaker, an Information Officer of the Department of Labour and Secretary of the Federal Government's Interdepartmental Committee on Older Workers, points out several reasons why the older worker is worth hiring.

12. EVANS, WILLIAM HAROLD. *Industry's Role in Producing Professional Manpower.* Pp. 4.

13. GINGRAS, GUSTAVE. *Medical Aspects of Rehabilitation and Extension of Hospital Services.* Pp. 4.

The speaker is Director of the School of Rehabilitation, University of Montreal, and Medical Director of the Rehabilitation Institute of Montreal. He discusses the medical aspects of rehabilitation, and the extension of hospital services.

14. HANNAM, H. H. *Increased Agricultural Production with Fewer Workers.* Pp. 4.

The speaker describes how the farm labour force has declined since 1947 though farm production has increased.

15. KERR, H. H. *The Engineering Technologist.* Pp. 5.

16. McMULLEN, W. F. *We can't afford to misuse Our Engineers.* Pp. 4.

17. NEALE, R. A. *Industry must train its Own Skilled Workers.* Pp. 4.

The speaker, who is Vice-President in charge of Manufacturing of Canadair Limited, talks about the training facilities and procedures at Canadair Limited.

18. NICHOLLS, HERBERT C. *Canada's Youth Needs More Opportunities for Training.* Pp. 4.

The speaker, who is the recently-appointed Chairman of the National Apprenticeship Training Advisory Committee, tell about the work of this Committee. He also describes the lucrative jobs available to those who graduate from the ranks of apprentices.

19. PAGE, GARNET T. *Have We Enough Teachers in Our High Schools?* Pp. 5.

20. PARMENTER, MORGAN DEWART. *Vocational Guidance is the Key to More Professional Manpower.* Pp. 4.

21. ROSSER, F. T. *Canada's Position in the World of Professional Manpower.* Pp. 4.

22. SCOTT, RICHARD. *New Tools for Technicians.* Pp. 4.

23. SHENFIELD, BARBARA. *A British View of the Older Worker Problem.* Pp. 4.

The speaker outlines some reasons for hiring older workers and suggests some areas where they can be employed.

24. SOLDANT, OMAND McKILLOP. *The Importance of Scientists in the Development of Canada.* Pp. 4.

25. WHITE, JAMES P. *A Modern Concept of Apprenticeship.* Pp. 4.

The speaker, who is Director of Apprenticeship and Tradesmen's Qualifications for the Province of Alberta, describes the apprenticeship training program whereby the apprentice trains on the job and trains in school over a four-year period.

## Canada's Economic Prospects

The following two reports are studies prepared for the Royal Commission on Canada's Economic Prospects.

26. BANK OF MONTREAL. *The Service Industries.* Hull, Queen's Printer, 1956. Pp. 161.

"The service industries are generally regarded as comprising all those sections of the economy that do not produce goods but do provide a service of some kind. They may conveniently be grouped under the general headings of trade, finance, commercial and personal services, services provided by government departments and public institutions, an dtransportation and public utilities."

27. DAVIS, JOHN. *Canadian Energy Prospects.* Hull, Queen's Printer, 1957. Pp. 392.

Examines relationship between energy and economic development and also describes some of the energy supplying industries such as the coal, petroleum, natural gas, and electric power.

## Congresses and Conventions

28. ALBERTA FEDERATION OF LABOUR. *Proceedings of the Thirty-Sixth Annual Convention...also The Ninth Annual Convention of the Industrial Federation of*

*Labour and Merger Convention of the Alberta Federation of Labour held in Edmonton, September 17th to 20th, 1956.* Edmonton, 1957. Pp. 123.

29. NEW ZEALAND FEDERATION OF LABOUR. *Minutes and Report of Proceedings of the 20th Annual Conference held in... Wellington, April 30, May 1, 2, 3, 1957.* Wellington, 1957. Pp. 104.

### Employees' Benefit Plans

30. AMERICAN ENTERPRISE ASSOCIATION. *Bill Analysis, S.1122, S.1813, S.2137, S.2175 and Similar House Bills to provide for Registration, Reporting and Disclosure of Certain (Employee) Welfare, Benefit and Pension Plans.*

United States private welfare and pension plans cover about 80 million persons. Because of the rapid growth of these plans and the misuse of some of the money involved, there have been proposals for federal legislation requiring registration and disclosure of financial data of welfare and pension plans.

31. NEW YORK (STATE). DEPARTMENT OF LABOUR. DIVISION OF RESEARCH AND STATISTICS. *Pensions, Larger Plans in New York State, January 1957.* New York, 1957. Pp. 143.

A study of 290 private pension plans covering 1,700,000 employees. The plans described include: 105 collectively bargained multi-employer plans; 76 collectively bargained single-employer plans; and 109 non-bargained single-employer plans.

### Employment Management

32. CALHOON, RICHARD PERCIVAL. *Influencing Employee Behaviour*, by Richard P. Calhoon and C. A. Kirkpatrick. New York, McGraw-Hill, 1956. Pp. 312.

Partial Contents: Influencing Employees is Your Job. Why Employees Behave as They Do. Demonstrations You Can Use. Removing Resistance and Opposition. Closing the Interview Successfully. Expanding Your Influence. Special Groups You Need to Influence.

33. U.S. BUREAU OF EMPLOYMENT SECURITY. *Suggestions for Control of Turnover and Absenteeism.* Rev. ed. Washington, G.P.O., 1957. Pp. 40.

Turnover and absenteeism are closely related. Some of the reasons for excessive absenteeism and leaving a job are inept supervision, wage problems, insufficient use of skills and poor working conditions.

### Incentive Plans

34. BAUMBACK, CLIFFORD MASON. *Incentive Wage Problems in Collective Bargaining and in Arbitration.* Iowa City, Bureau of Labour and Management, College of Commerce, State University of Iowa, 1956. Pp. 46.

"The author describes those features of incentive wage plans that most often cause trouble, and recommends administrative policies which he believes have proven to be most sound in practice."

35. CARROLL, PHILL. *Better Wage Incentives.* 1st ed. New York, McGraw-Hill, 1957. Pp. 230.

The author states that wage incentives increase earnings, improve productivity and reduce costs.

36. MARRIOTT, R. *Incentive Payment Systems: a Review of Research and Opinion.* London, Staples Press, 1957. Pp. 232.

Partial Contents: Types and Classification of Incentive Payment Systems. Advantages and Disadvantages of Incentive Payment Systems. Failures and Restriction of Output.

37. WOLF, WILLIAM B. *Wage Incentives as a Managerial Tool.* New York, Columbia University Press, 1957. Pp. 143.

Contents: The Nature of Wage Incentives. The Impact of Wage Incentives on Manufacturing Costs: an Empirical Study. The Theory and Logic of Wage Incentives: a Re-examination. Understanding the Use of Wage Incentives.

### Industrial Health

38. BULLEN, ADELAIDE (KENDALL). *New Answers to the Fatigue Problem.* Gainesville, University of Florida Press, 1956. Pp. 176.

Among other things, the author describes how different types of people feel and behave in given work situations and mentions some findings from laboratory tests on nervous and mental fatigue.

39. GREAT BRITAIN. JOINT STANDING COMMITTEE ON SAFETY, HEALTH AND WELFARE CONDITIONS IN NON-FERROUS FOUNDRIES. *First Report.* London, H.M.S.O., 1957. Pp. 94.

The Committee was set up to advise the Chief Inspector of Factories on such questions as cleanliness, lighting, ventilation, accident prevention and welfare and health services for workers.

### Industrial Relations

40. COLE, GEORGE DOUGLAS HOWARD. *The Case for Industrial Partnership.* London, Macmillan, 1957. Pp. 121.

This book is about industrial democracy. The author thinks that workers are not partners in the firms they work for but are only "hands" who can be dismissed whenever their services are no longer required. He points out the advantages which result when the worker feels he is a member of a team.

41. EUROPEAN PRODUCTIVITY AGENCY. *Labour Management on the Farm*, Project No. 200. Paris, O.E.E.C., 1957. Pp. 171.

This study tells how the human aspects of farm work have been improved by removing drudgery and by advances in education and social status of farm workers.

42. MICHIGAN, UNIVERSITY, BUREAU OF INDUSTRIAL RELATIONS. *Addresses on Industrial Relations. 1957 Series*. Ann Arbor, 1957. 1 Volume. (Various pagings).

Partial Contents: Executive Compensation Policies and Methods, by Robert J. Howe. Employee Motivation, by Robert L. Kahn. How can we Identify and Select Prospective Foremen? By James H. Taylor. The Shorter Workweek Issue (2 articles) by William Haber, and by Fred W. Climer. Employee Benefits, Their Current Patterns and Trends, by Jay V. Strong. Supplemental Unemployment Benefits: Principles and Problems, by R. A. Leutheuser.

### International Labour Conference

The following six reports were prepared and published in Geneva in 1957 by the International Labour Office for the Forty-First Session of the International Labour Conference to be held in 1958.

Each report contains the following information: (1) Preliminary text of a resolution; (2) Review of the Proceedings of the Preparatory Technical Maritime Conference held in September and October, 1956, as it concerns the subject of each report; and (3) The Text of a Resolution adopted by the Preparatory Technical Maritime Conference to be considered and decided upon at the Forty-First (Maritime) Conference.

43. *Contents of Ships' Medicine Chests and Medical Advice by Radio to Ships at Sea*. Fifth item on the agenda. Pp. 19.

44. *Engagement of Seafarers through Regularly Established Employment Offices*. Third item on the agenda. Pp. 13.

45. *Flag Transfer in Relation to Social Conditions and Safety*. Fourth item on the agenda. Pp. 10.

46. *General Revision of the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949 (No. 93)*. Second item on the agenda. Pp. 81.

47. *Jurisdiction over the Suspension of Officers' Certificates of Competency*. Sixth item on the agenda. Pp. 9.

48. *Reciprocal or International Recognition of Seafarers' National Identity Cards*. Seventh item on the agenda. Pp. 23.

### Labour Organization

49. INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. *A More Perfect Union. The UAW Public Review Board; Why, What, How*. Detroit, 1957. Pp. 40.

The Public Review Board of the UAW consists of seven prominent and independent men (six Americans and one Canadian). Its purpose is to decide upon all cases

brought before it by union members or groups who feel that they have been unfairly disciplined, and to deal with "alleged violations of any AFL-CIO ethical practices codes, or any ethical practices codes adopted by the international union". The Board will make an annual report.

50. THURBER, JOHN NEWTON. *Rubber Workers' History, 1935-1955*. Akron, Public Relations Department, URCLPWA, AFL-CIO, 1956. Pp. 47.

A history of the United Rubber, Cork Linoleum and Plastic Workers of America.

### Labouring Classes

51. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Women in the Canadian Labour Force*. Ottawa, 1957. Pp. 27.

52. CRYSLER, ALFRED COSBY. *Handbook on Canadian Labour Law; a Commentary on the Legislation of Canada and its Provinces and the Decisions of the Courts respecting Labour Relations and Trade Unions*. Toronto, Carswell, 1957. Pp. 373.

Partial Contents: Constitutional Labour and Functions of Courts respecting Labour Relations Boards. Labour Law. Conspiracies or Combinations in Restraint of Trade. Intimidation. Injunctions. Trade Unions. Industrial Standards. Labour Relations. Labour Relations Boards.

53. INTERNATIONAL LABOUR OFFICE. *National Employment Services, Belgium*. Geneva, 1957. Pp. 128.

Describes the general administrative organization, function, program and procedures of the Belgian Employment Service and tells how the Employment Service staff is recruited and trained.

54. STEINER, PETER OTTO. *The Economic Status of the Aged*, by Peter O. Steiner and Robert Dorfman. Berkeley, University of California Press, 1957. Pp. 296.

"The authors . . . set out to determine precisely what the labor-force and income status of the population aged 65 or older actually was. Finding the available statistical data inadequate, they arranged with the Bureau of the Census to conduct a special nationwide follow-up survey of persons 65 or older, in connection with the Current Population Survey of April, 1952." This book is based on the data collected by the Survey.

55. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Foundry Training Needs, Job Foundries. Data collected . . . in Cooperation with Representatives of the Foundry Industry presented at the Annual Convention of the American Foundrymen's Society, Cincinnati, Ohio, May 8, 1957*. Washington, 1957. Pp. 18.

This study of skill requirements and training needs in foundries is based on statistical data provided by officials of 101 foundries.

56. U.S. DEPARTMENT OF LABOR. *They are America; a Report to the American people*. Washington, G.P.O., 1957. Pp. 83.

A pictorial presentation of American working life.

## Wages and Hours

57. DUNLOP, JOHN THOMAS. *The Secular Outlook: Wages and Prices*. Berkley, Institute of Industrial Relations, University of California, c1957. Pp. 17.

Discusses the relationship between wages, prices, and inflation.

58. MANITOBA. DEPARTMENT OF LABOUR. *Statutory Minimum Wages in the Construction Industry in Canada*. Winnipeg, 1957. Pp. 8.

59. PRINTING INDUSTRY PARITY COMMITTEE FOR MONTREAL AND DISTRICT. *Weekly Average of the Number of Employees, Hours worked and Wages paid; Quarterly and by Zones; Periods 1951-1956*. Montreal, 1957. Pp. 4.

## Miscellaneous

60. BELL, DANIEL. *Work and its Discontents*. Boston, Beacon Press, 1956. Pp. 56.

The author is Labor Editor of *Fortune* and a lecturer in sociology at Columbia University. This book is about the philosophy of work.

61. CANADIAN BAR ASSOCIATION. *Papers presented at the Annual Meeting, Banff, 1957*. Toronto? Commerce Clearing House? 1957. Pp. 372.

Partial Contents: Recent Developments in the Tort Law of Picketing, by A. W. R.

Carrothers. Labour Relations Committee: Quebec Subsection, by Leon-Mercier Gouin. A study of the Legal Status of Collective Bargaining Agreements in the Common Law Provinces of Canada, by B. Lepkin. Observations following the Decision of the Supreme Court of Canada in *Tunney v. International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America et al.*, by C. V. McArthur and W. S. Martin.

62. CURRIE, ARCHIBALD WILLIAM. *The Grand Trunk Railway of Canada*. Toronto, University of Toronto Press, 1957. Pp. 556.

63. DAWSON, ROBERT MACGREGOR. *Democratic Government in Canada*. Rev. ed. Toronto, University of Toronto Press, c1957. Pp. 192.

"...a short, descriptive account of Canadian government, national, provincial, and municipal."

64. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *The Pulp and Paper Industry in Europe; its Trend from 1950-1955. its Future Prospects*. Paris, 1957. 1 Volume (unpaged)

65. OZANAM, CHARLES. *Associations, syndicats fondations, leur formation et leur fonctionnement*. 3e ed. Paris, Sirey, 1957. Pp. 337.

Deals with the French laws governing associations, trade and professional associations, and foundations.

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## Automation Should Reduce Possibility of Job Accidents

Automation will eliminate most of the human factor in production operations and thus should reduce the possibility of accidents. Man will no longer need to match his speed with that of the machine, a rhythm resulting in tensions, fatigue, boredom and other circumstances conducive to accidents or retarded production, writes A. V. Raison, Editor of *Occupational Health Review*, quarterly publication of the Department of National Health and Welfare, in the latest issue of the magazine.

As automation progresses, there will be a constant change in the type and character of physical problems, and there is likely to be an increase in the incidence of mental problems.

Of prime importance to management also will be the increase in capital investment per employee, due to the necessity for more extensive training of employees to assume greater responsibility, and higher educational requirements.

Automation, which reduces, or eliminates, contact between man and materials will permit the use of substances formerly con-

sidered too toxic for safe handling, such as radioactive materials, deadly poisonous chemicals, etc.

The operation of automatic machine will necessitate retraining of employees in new operative skills, but this should not pose any serious problems. In most instances this can be done through on-the-job training programs without serious interruption of production schedules. In any case, not much additional training will be required, although operators will need to understand their machines, and how to operate them. But a much higher level of education will be necessary for engineering, maintenance and management personnel to maintain and service complex machinery, cope with production problems, and ensure an intelligent and satisfactory co-operation in the total effort.

Coincident with the decrease in physical injuries and illnesses there is apt to be an increase in the incidence of emotional problems, due to displacement, added responsibility, anxiety over the job, monotony, or other stress-producing situations.

# LABOUR STATISTICS

	PAGE
Tables A-1 to A-4—Labour Force.....	299
Table B-1—Labour Income.....	301
Tables C-1 to C-6—Employment, Hours and Earnings.....	302
Tables D-1 to D-6—Employment Service Statistics.....	308
Tables E-1 to E-4—Unemployment Insurance.....	318
Tables F-1 and F-2—Prices.....	320
Tables G-1 and G-2—Strikes and Lockouts.....	321

## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 14, 1957**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,966	112	454	1,688	2,195	1,017	500
Agricultural.....	680	*	57	151	179	275	17
Non-Agricultural.....	5,286	111	397	1,537	2,016	742	483
Males.....	4,488	92	345	1,290	1,602	785	374
Agricultural.....	649	*	56	150	167	259	16
Non-Agricultural.....	3,839	91	289	1,140	1,435	526	358
Females.....	1,478	20	109	398	593	232	126
Agricultural.....	31	*	*	*	12	16	*
Non-Agricultural.....	1,447	20	108	397	581	216	125
All Ages.....	5,966	112	454	1,688	2,195	1,017	500
14—19 years.....	565	15	44	201	180	89	36
20—24 years.....	754	18	59	242	254	128	53
25—44 years.....	2,770	51	200	776	1,033	473	237
45—64 years.....	1,648	25	129	418	635	288	153
65 years and over.....	229	*	22	51	93	39	21
<i>Persons with Jobs</i>							
All status groups.....	5,580	99	407	1,546	2,094	975	459
Males.....	4,139	79	300	1,161	1,516	747	336
Females.....	1,441	20	107	385	578	228	123
Agricultural.....	662	*	53	146	175	271	16
Non-Agricultural.....	4,918	98	354	1,400	1,919	704	443
Paid Workers.....	4,471	84	318	1,263	1,773	637	396
Males.....	3,164	66	225	911	1,241	438	283
Females.....	1,307	18	93	352	532	199	113
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	386	13	47	142	101	42	41
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,183	155	449	1,475	1,678	932	494
Males.....	1,053	46	100	267	313	211	116
Females.....	4,130	109	349	1,208	1,365	721	378

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended December 14, 1957		Week Ended November 16, 1957		Week Ended December 15, 1956	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	410	393	317	301	198	182
Without Jobs.....	386	372	292	279	186	171
Under 1 month.....	145	—	127	—	97	—
1—3 months.....	177	—	113	—	71	—
4—6 months.....	43	—	31	—	11	—
7—12 months.....	15	—	13	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	24	21	25	22	12	11
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	17	15	19	17	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.  
\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226

(1) Total includes 3,883 whose destination is not specified.

**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511



## B—Labour Income

### TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transpor- tation, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 <sup>1</sup> Average.....	72	272	52	208	178	28	810
1952 <sup>1</sup> Average.....	76	303	63	233	199	32	906
1953 <sup>1</sup> Average.....	73	329	70	252	217	35	976
1954 <sup>1</sup> Average.....	73	323	69	261	239	35	1,000
1955 <sup>1</sup> Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104R	348R	332	46R	1,316R
December.....	85P	396P	90P	344P	328P	45P	1,288P

R—revised; P—preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At December 1, employers in the principal non-agricultural industries reported a total employment of 2,776,521.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—Dec. 1 .....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1 .....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1 .....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1 .....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1 .....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1 .....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1 .....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1 .....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1 .....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1 .....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1 .....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1 .....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1 .....	122.5	198.2	161.2	69.24	113.4	186.2	163.1	71.73

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1 1957	Nov. 1 1957	Dec. 1 1956	Dec. 1 1957	Nov. 1 1957	Dec. 1 1956
<b>(a) PROVINCES</b>						
Newfoundland.....	128.1	138.8	142.5	61.93	61.42	60.27
Prince Edward Island.....	118.1	126.2	122.2	50.28	49.32	48.29
Nova Scotia.....	99.3	100.8	104.7	57.04	56.79	53.04
New Brunswick.....	101.3	103.1	114.1	56.83	57.65	56.09
Quebec.....	123.0	126.0	127.0	66.61	65.83	63.76
Ontario.....	124.5	125.5	126.0	72.18	71.78	68.62
Manitoba.....	110.9	113.9	111.5	64.28	64.38	61.36
Saskatchewan.....	128.1	132.1	126.6	66.28	66.37	63.40
Alberta (including Northwest Territories).....	151.6	155.3	154.7	71.03	70.19	68.29
British Columbia (including Yukon).....	118.3	126.2	124.0	74.79	74.62	72.34
<b>Canada.....</b>	<b>122.5</b>	<b>125.2</b>	<b>125.7</b>	<b>69.24</b>	<b>68.79</b>	<b>66.11</b>
<b>(b) METROPOLITAN AREAS</b>						
St. John's.....	130.9	131.4	127.7	49.53	49.53	48.29
Sydney.....	95.0	93.1	93.5	71.25	73.52	64.17
Halifax.....	118.0	117.3	123.6	54.81	54.15	51.25
Saint John.....	91.4	95.8	99.8	51.95	52.01	50.22
Quebec.....	111.9	113.8	115.0	57.89	57.43	55.74
Sherbrooke.....	105.8	106.6	112.8	56.89	56.16	56.75
Three Rivers.....	115.2	118.8	120.2	62.81	63.26	61.81
Drummondville.....	74.9	76.2	76.6	57.90	57.82	57.44
Montreal.....	125.9	127.2	126.0	67.35	66.77	64.21
Ottawa—Hull.....	122.3	122.9	123.6	62.00	62.04	58.76
Peterborough.....	103.8	103.9	110.8	75.76	75.48	71.52
Oshawa.....	178.7	172.3	178.5	90.80	86.27	80.47
Niagara Falls.....	118.8	123.3	129.7	76.68	76.85	73.57
St. Catharines.....	120.9	121.7	131.6	78.53	78.40	76.31
Toronto.....	134.7	133.4	132.9	71.84	71.53	68.77
Hamilton.....	112.8	114.5	116.6	74.68	75.62	72.57
Brantford.....	87.5	87.9	88.6	65.05	64.32	62.17
Galt.....	112.5	114.6	112.4	61.50	60.89	60.82
Kitchener.....	116.6	118.7	118.7	64.82	64.42	62.93
Sudbury.....	144.4	145.1	141.5	85.43	85.15	81.10
London.....	121.6	122.0	121.8	64.86	64.26	62.07
Sarnia.....	138.8	139.2	139.4	89.70	86.06	80.96
Windsor.....	92.3	91.3	107.4	75.76	76.31	74.67
Sault Ste. Marie.....	135.0	138.0	134.0	87.00	85.65	83.12
Ft. William—Pt. Arthur.....	120.9	125.5	115.8	72.78	71.85	68.10
Winnipeg.....	108.8	110.6	109.7	61.69	61.29	58.27
Regina.....	126.9	129.5	123.5	62.31	63.06	59.41
Saskatoon.....	133.3	137.1	124.8	61.34	60.80	58.19
Edmonton.....	183.7	187.2	183.9	65.37	66.14	65.15
Calgary.....	159.8	159.9	159.2	67.41	65.62	63.00
Vancouver.....	119.9	121.1	121.9	72.32	72.06	69.38
Victoria.....	121.4	123.6	122.0	67.94	66.34	63.01

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1 1957	Nov. 1 1957	Dec. 1 1956	Dec. 1 1957	Nov. 1 1957	Dec. 1 1956
<b>Mining</b> .....	<b>128.1</b>	<b>129.2</b>	<b>125.4</b>	<b>86.41</b>	<b>85.61</b>	<b>80.87</b>
Metal mining.....	139.0	139.6	130.5	89.54	88.61	83.55
Gold.....	76.3	76.9	76.2	72.50	72.84	71.97
Other metal.....	197.4	198.1	180.9	95.68	94.33	88.06
Fuels.....	111.6	110.0	112.9	84.08	84.69	79.21
Coal.....	62.4	60.8	65.9	67.77	70.28	63.15
Oil and natural gas.....	291.0	289.6	285.6	96.84	95.73	92.88
Non-metal.....	128.7	140.4	140.4	77.21	74.20	73.54
<b>Manufacturing</b> .....	<b>113.4</b>	<b>116.2</b>	<b>113.0</b>	<b>71.73</b>	<b>70.86</b>	<b>68.78</b>
Food and beverages.....	111.6	116.9	111.6	63.55	61.54	59.49
Meat products.....	129.7	128.4	126.8	73.08	72.80	69.59
Canned and preserved fruits and vegetables.....	100.3	122.9	110.4	54.58	48.97	48.62
Grain mill products.....	103.4	106.2	104.0	70.51	68.36	65.52
Bread and other bakery products.....	109.0	110.4	110.1	61.56	60.62	58.22
Biscuits and crackers.....	94.7	99.8	93.6	54.14	53.39	49.16
Distilled and malt liquors.....	115.1	115.7	116.2	80.16	78.76	74.83
Tobacco and tobacco products.....	83.9	85.7	108.9	69.58	66.47	57.60
Rubber products.....	107.8	109.9	117.4	73.05	72.05	71.00
Leather products.....	87.4	86.9	89.0	48.71	47.61	47.81
Boots and shoes (except rubber).....	91.2	89.6	91.3	45.78	44.31	45.69
Textile products (except clothing).....	81.7	81.2	88.2	57.63	57.37	55.96
Cotton yarn and broad woven goods.....	81.7	77.4	89.7	54.21	53.34	54.59
Woolen goods.....	64.4	66.6	75.2	54.60	53.63	53.52
Synthetic textiles and silk.....	82.2	84.2	85.0	64.14	64.16	61.46
Clothing (textile and fur).....	92.0	94.9	93.8	44.63	44.66	44.45
Men's clothing.....	97.0	99.1	102.3	43.49	43.81	43.39
Women's clothing.....	90.8	95.7	88.8	45.15	45.16	44.36
Knit goods.....	80.5	82.0	82.1	45.12	44.83	45.26
Wood products.....	100.1	106.1	109.3	61.87	60.97	59.64
Saw and planing mills.....	97.5	105.2	109.3	63.43	62.40	61.07
Furniture.....	112.9	116.3	115.2	60.56	60.06	58.90
Other wood products.....	87.9	91.1	98.8	56.89	55.49	54.10
Paper products.....	115.8	125.4	123.9	82.76	82.39	81.45
Pulp and paper mills.....	112.5	125.4	125.3	89.88	88.36	87.81
Other paper products.....	124.0	125.2	120.4	66.68	67.51	65.05
Printing, publishing and allied industries.....	121.2	121.4	118.4	75.90	75.45	73.03
Iron and steel products.....	109.0	111.1	115.4	79.48	79.86	77.41
Agricultural implements.....	59.5	53.7	51.3	73.22	77.81	73.43
Fabricated and structural steel.....	170.8	178.9	166.0	82.58	80.95	80.13
Hardware and tools.....	95.8	96.0	104.9	72.34	72.16	70.89
Heating and cooking appliances.....	102.5	105.9	109.1	69.99	69.83	66.75
Iron castings.....	104.2	107.1	111.5	75.67	76.17	74.54
Machinery mfg.....	117.1	120.0	129.2	77.03	76.00	75.96
Primary iron and steel.....	115.9	119.4	126.2	91.15	93.53	87.42
Sheet metal products.....	103.8	107.5	114.2	75.48	76.24	72.41
Transportation equipment.....	139.0	138.6	145.9	81.73	79.56	77.45
Aircraft and parts.....	392.4	397.5	361.7	84.14	82.76	80.89
Motor vehicles.....	122.8	118.8	142.9	93.16	90.11	86.20
Motor vehicle parts and accessories.....	108.9	106.9	123.3	78.27	76.93	75.91
Railroad and rolling stock equipment.....	87.1	88.3	94.8	72.96	71.76	69.73
Shipbuilding and repairing.....	150.8	151.2	151.7	76.91	72.78	71.21
Non-ferrous metal products.....	132.9	134.0	135.3	82.87	82.19	77.00
Aluminum products.....	134.4	137.5	144.8	77.98	77.63	72.56
Brass and copper products.....	105.9	107.0	109.2	75.91	76.57	72.70
Smelting and refining.....	162.3	163.1	161.0	90.21	89.09	82.97
Electrical apparatus and supplies.....	148.2	149.8	158.1	76.72	76.01	74.31
Non-metallic mineral products.....	132.6	136.5	135.4	74.67	74.50	71.78
Clay products.....	104.7	107.9	112.5	70.36	69.61	67.47
Glass and glass products.....	132.7	134.2	133.4	71.71	71.20	70.92
Products of petroleum and coal.....	136.7	137.5	134.8	103.52	103.20	94.42
Chemical products.....	134.9	136.3	129.2	81.53	80.94	75.84
Medicinal and pharmaceutical preparations.....	120.0	120.0	119.1	71.91	71.48	68.00
Acids, alkalis and salts.....	152.9	153.0	134.4	92.57	91.98	86.15
Miscellaneous manufacturing industries.....	113.0	116.8	114.2	62.39	60.86	58.65
<b>Construction</b> .....	<b>137.1</b>	<b>148.6</b>	<b>142.5</b>	<b>74.77</b>	<b>74.12</b>	<b>70.78</b>
Building and general engineering.....	143.6	156.2	153.8	81.80	80.97	77.06
Building.....	145.2	155.9	160.2	80.25	78.62	76.51
Engineering work.....	137.2	157.4	125.8	88.63	90.66	80.07
Highways, bridges and streets.....	126.6	136.6	124.3	62.04	61.60	58.32
<b>Service</b> .....	<b>130.0</b>	<b>132.7</b>	<b>126.8</b>	<b>47.20</b>	<b>46.55</b>	<b>44.39</b>
Hotels and restaurants.....	121.4	124.4	121.0	38.84	38.32	37.36
Laundries and dry cleaning plants.....	113.6	115.8	111.8	42.49	42.48	40.30
Other service.....	178.5	180.7	165.9	68.76	67.54	64.46
<b>Industrial composite</b> .....	<b>122.5</b>	<b>125.2</b>	<b>125.7</b>	<b>69.24</b>	<b>68.79</b>	<b>66.11</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

### TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) Source: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1, 1957	Nov. 1, 1957	Dec. 1, 1956	Dec. 1, 1957	Nov. 1, 1957	Dec. 1, 1956
Newfoundland.....	39.8	38.8	42.1	160.1	159.0	148.3
Nova Scotia.....	40.5	40.2	40.8	147.1	143.7	134.8
New Brunswick.....	40.9	40.7	42.0	146.6	146.3	140.0
Quebec.....	41.6	41.2	42.8	146.8	146.3	140.0
Ontario.....	40.5	40.2	41.3	172.7	171.8	163.8
Manitoba.....	39.8	40.0	40.7	152.1	152.1	146.4
Saskatchewan.....	40.1	40.0	39.7	173.1	172.2	159.6
Alberta <sup>(1)</sup> .....	40.3	39.7	40.7	171.9	170.4	160.1
British Columbia <sup>(2)</sup> .....	37.4	37.4	38.5	195.8	195.0	185.6

<sup>(1)</sup> Includes Northwest Territories.

<sup>(2)</sup> Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1 1957	Nov. 1 1957	Dec. 1 1956	Dec. 1 1957	Nov. 1 1957	Dec. 1 1956	Dec. 1 1957	Nov. 1 1957	Dec. 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42-5	42-7	43-1	193-3	190-4	179-0	82-15	81-30	77-15
Metal mining.....	43-1	43-2	43-2	201-1	197-9	187-0	86-67	85-49	80-78
Gold.....	42-7	43-5	43-3	159-3	157-6	157-5	68-02	68-56	68-20
Other metal.....	43-2	43-1	43-1	216-9	213-5	199-2	93-70	92-02	85-86
Fuels.....	40-7	41-2	42-6	182-8	181-6	168-9	74-40	74-82	71-95
Coal.....	39-7	40-9	40-9	166-4	165-8	150-8	66-06	67-81	61-68
Oil and natural gas.....	42-5	41-8	46-0	210-5	208-7	199-6	89-46	87-24	91-82
Non-metal.....	43-1	42-5	43-8	173-0	169-6	163-0	74-56	72-08	71-39
Manufacturing.....	40-6	40-3	41-5	163-5	162-9	155-5	66-38	65-65	64-53
Food and beverages.....	40-9	40-3	41-0	141-8	139-2	132-7	58-00	56-10	54-41
Meat products.....	40-7	40-5	40-5	170-1	170-3	164-2	69-23	68-97	66-46
Canned and preserved fruits and vegetables.....	39-0	37-9	40-0	120-0	110-3	104-2	46-80	41-80	41-68
Grain mill products.....	42-6	42-2	42-6	154-7	153-0	144-7	65-90	64-67	61-64
Bread and other bakery products.....	42-9	42-7	42-6	128-0	127-5	121-9	54-91	54-44	52-30
Distilled and malt liquors.....	39-9	39-3	40-4	185-4	183-6	168-6	73-97	72-15	68-11
Tobacco and tobacco products.....	40-0	39-0	40-0	160-5	156-3	132-5	64-20	60-96	53-00
Rubber products.....	41-1	40-8	42-2	167-9	167-0	160-6	69-01	68-14	67-77
Leather products.....	39-7	38-3	41-0	112-8	112-6	108-0	44-78	43-13	44-28
Boots and shoes (except rubber).....	38-9	37-0	40-6	108-4	108-4	104-5	42-17	40-11	42-43
Textile products (except clothing).....	42-0	41-8	43-6	123-3	123-2	118-1	51-79	51-50	51-17
Cotton yarn and broad woven goods.....	40-7	39-9	42-5	122-6	121-7	120-4	49-90	48-56	51-17
Woolen goods.....	42-4	41-6	44-5	116-2	116-1	110-3	49-27	48-30	49-08
Synthetic textiles and silk.....	43-6	44-0	45-2	131-8	132-1	124-3	57-46	58-12	56-18
Clothing (textile and fur).....	37-4	37-6	39-2	105-8	105-7	103-1	39-57	39-74	40-42
Men's clothing.....	36-4	36-9	38-5	107-5	107-6	102-9	39-13	39-70	39-62
Women's clothing.....	35-3	35-4	35-8	110-7	110-3	108-4	39-08	39-05	39-89
Knit goods.....	40-3	39-8	41-7	100-9	101-3	100-0	40-66	40-32	41-70
*Wood products.....	41-0	40-7	41-9	143-4	142-9	136-9	58-79	58-16	57-36
Saw and planing mills.....	39-6	39-6	40-4	154-0	152-8	146-3	60-98	60-51	59-11
Furniture.....	43-3	42-9	44-6	130-8	130-7	126-0	56-64	56-07	56-20
Other wood products.....	42-5	41-4	43-1	124-0	124-1	117-1	52-70	51-38	50-47
Paper products.....	41-1	40-8	42-5	187-1	188-8	181-6	76-90	77-03	77-18
Pulp and paper mills.....	41-2	40-5	42-6	203-0	204-2	195-1	83-64	82-70	83-11
Other paper products.....	40-7	41-5	42-1	146-9	146-8	140-7	59-79	60-92	59-23
Printing, publishing and allied industries.....	39-7	39-6	40-4	191-3	190-5	183-0	75-95	75-44	73-93
*Iron and steel products.....	40-6	40-8	42-2	185-8	186-8	177-5	75-43	76-21	74-91
Agricultural implements.....	39-3	39-1	39-6	183-7	181-9	170-0	72-19	70-97	67-32
Fabricated and structural steel.....	41-9	41-4	42-3	184-3	182-9	176-9	77-22	75-72	74-83
Hardware and tools.....	41-0	40-6	42-6	163-7	164-9	158-1	67-12	66-95	67-35
Heating and cooking appliances.....	40-9	41-3	42-6	160-4	160-1	149-5	65-60	66-12	63-69
Iron castings.....	39-8	40-3	42-2	179-9	179-8	172-8	71-60	72-46	72-92
Machinery manufacturing.....	41-9	41-5	43-9	174-7	173-7	167-6	72-91	72-09	73-58
Primary iron and steel.....	40-0	40-8	41-2	218-6	221-7	206-0	87-44	90-45	84-87
Sheet metal products.....	39-5	40-3	40-7	178-1	178-5	167-9	70-35	71-94	68-34
*Transportation equipment.....	40-8	39-8	41-1	189-5	188-1	179-2	77-32	74-86	73-65
Aircraft and parts.....	41-1	40-4	41-8	188-9	188-4	179-5	77-64	76-11	75-03
Motor vehicles.....	41-8	40-4	42-4	210-2	209-2	193-3	87-86	84-52	81-96
Motor vehicle parts and accessories.....	39-7	39-1	40-2	185-5	184-2	180-2	73-64	72-10	72-44
Railroad and rolling stock equipment.....	39-7	39-2	39-6	179-9	179-0	173-2	71-42	70-17	68-59
Shipbuilding and repairing.....	41-5	39-2	41-1	184-9	182-0	170-2	76-73	71-42	69-95
*Non-ferrous metal products.....	41-0	40-9	41-2	190-7	189-6	175-8	78-19	77-55	72-43
Aluminum products.....	42-0	41-9	41-2	159-9	159-0	151-5	67-16	66-62	62-42
Brass and copper products.....	41-2	41-3	42-1	172-5	175-2	162-0	71-07	72-36	68-20
Smelting and refining.....	40-6	40-6	40-9	210-6	208-4	192-0	85-50	84-61	78-53
*Electrical apparatus and supplies.....	40-6	40-3	41-4	167-5	166-7	162-0	68-01	67-18	67-07
Heavy electrical machinery and equipment.....	40-4	40-4	42-1	188-8	188-4	178-8	76-28	76-11	75-27
Radios and radio parts.....	41-1	38-9	40-4	147-2	146-2	138-8	60-50	56-87	56-08
Batteries.....	41-8	41-7	41-7	166-5	166-1	161-4	69-60	69-26	67-30
Refrigerators, vacuum cleaners and appliances.....	40-2	39-5	40-6	171-1	171-4	168-2	68-78	67-70	68-29
Miscellaneous electrical products.....	40-6	40-9	41-4	153-6	153-9	152-7	62-36	62-95	63-22
Wire and cable.....	41-1	41-7	42-0	183-3	180-8	177-0	75-34	75-39	74-34
*Non-metallic mineral products.....	43-2	43-2	43-7	163-4	163-2	156-1	70-59	70-50	68-22
Clay products.....	42-8	42-7	43-8	153-5	152-1	146-1	65-70	64-95	63-99
Glass and glass products.....	42-7	42-0	43-4	159-6	160-5	154-6	68-15	67-41	67-10
Products of petroleum and coal.....	41-6	41-3	39-8	226-9	229-3	213-1	94-39	94-70	84-02
Chemical products.....	41-0	40-8	41-2	176-7	176-3	166-5	72-45	71-93	67-36
Medicinal and pharmaceutical preparations.....	41-5	41-3	40-7	135-9	135-6	130-3	56-40	56-00	53-03
Acids, alkalis and salts.....	41-7	41-4	41-6	204-5	204-5	189-4	85-28	84-66	78-79
Miscellaneous manufacturing industries.....	41-4	40-9	42-1	133-3	131-3	124-7	55-19	53-70	52-50
*Durable goods.....	40-9	40-6	41-7	177-3	176-6	168-2	72-52	71-70	70-14
Non-durable goods.....	40-4	40-0	41-3	148-8	148-6	141-5	60-12	59-44	58-44
Construction.....	41-2	41-4	41-6	177-7	177-0	169-0	73-21	73-28	70-30
Building and general engineering.....	41-5	41-5	42-0	193-0	191-9	181-4	80-10	79-64	76-19
Highways, bridges and streets.....	40-5	41-1	40-8	144-5	144-6	137-2	58-52	59-43	55-98
Electric and motor transportation.....	44-4	44-1	44-6	160-0	160-5	154-2	71-04	70-78	68-77
Service.....	39-8	39-4	40-1	95-9	95-9	92-0	38-17	37-78	36-89
Hotels and restaurants.....	39-9	39-4	40-1	95-4	95-4	92-4	38-06	37-59	37-05
Laundries and dry cleaning plants.....	40-0	39-9	40-8	91-9	92-1	86-5	36-76	36-75	35-29

\* Durable manufactured goods industries.

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Price and Price Indexes D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957 <sup>(1)</sup> .....	40.6	163.5	66.38	159.1	123.1	129.2

Note: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

<sup>(1)</sup> Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
February 1, 1952.....	14,957	8,736	23,693	275,814	87,011	362,825
February 1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
February 1, 1954.....	8,406	9,575	17,981	439,633	103,112	542,745
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958 (1).....	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958 (1).....	6,822	7,860	14,682	677,163	167,591	844,754

\* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
DECEMBER 31, 1957<sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				November 29, 1957	December 31, 1956		
<b>Agriculture, Fishing, Trapping</b> .....	<b>142</b>	<b>68</b>	<b>210</b>	—	<b>65</b>	—	<b>379</b>
<b>Forestry</b> .....	<b>367</b>	<b>4</b>	<b>371</b>	+	<b>135</b>	—	<b>6,324</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>899</b>	<b>57</b>	<b>956</b>	+	<b>372</b>	—	<b>122</b>
Metal Mining.....	562	16	578	+	337	—	29
Fuels.....	247	20	267	—	14	—	13
Non-Metal Mining.....	33	2	35	+	23	—	51
Quarrying, Clay and Sand Pits.....	4	1	5	—	—	—	9
Prospecting.....	53	18	71	+	27	—	20
<b>Manufacturing</b> .....	<b>1,559</b>	<b>1,025</b>	<b>2,584</b>	—	<b>378</b>	—	<b>3,928</b>
Foods and Beverages.....	105	84	189	—	20	—	256
Tobacco and Tobacco Products.....	50	13	63	+	45	—	6
Rubber Products.....	7	12	19	—	6	—	41
Leather Products.....	98	66	164	+	66	—	55
Textile Products (except clothing).....	54	48	102	—	22	—	234
Clothing (textile and fur).....	37	424	461	—	14	—	851
Wood Products.....	114	51	165	—	53	—	207
Paper Products.....	61	29	90	—	5	—	129
Printing, Publishing and Allied Industries.....	97	47	144	—	15	—	92
Iron and Steel Products.....	234	59	293	—	206	—	733
Transportation Equipment.....	283	26	309	—	85	—	698
Non-Ferrous Metal Products.....	63	33	96	+	6	—	81
Electrical Apparatus and Supplies.....	151	63	214	—	54	—	256
Non-Metallic Mineral Products.....	29	14	43	—	8	—	53
Products of Petroleum and Coal.....	14	11	25	—	7	—	31
Chemical Products.....	115	25	140	—	3	—	115
Miscellaneous Manufacturing Industries.....	47	20	67	+	3	—	90
<b>Construction</b> .....	<b>610</b>	<b>33</b>	<b>643</b>	—	<b>304</b>	—	<b>1,104</b>
General Contractors.....	423	19	442	—	137	—	893
Special Trade Contractors.....	187	14	201	—	167	—	211
<b>Transportation, Storage and Communication</b> .....	<b>316</b>	<b>148</b>	<b>464</b>	—	<b>126</b>	—	<b>604</b>
Transportation.....	229	62	291	—	112	—	467
Storage.....	16	11	27	+	3	—	49
Communication.....	71	75	146	—	17	—	88
<b>Public Utility Operation</b> .....	<b>84</b>	<b>21</b>	<b>105</b>	—	<b>19</b>	—	<b>136</b>
<b>Trade</b> .....	<b>880</b>	<b>893</b>	<b>1,773</b>	—	<b>1,027</b>	—	<b>1,324</b>
Wholesale.....	323	191	514	—	25	—	528
Retail.....	557	702	1,259	—	1,002	—	796
<b>Finance, Insurance and Real Estate</b> .....	<b>424</b>	<b>398</b>	<b>822</b>	—	<b>17</b>	—	<b>598</b>
<b>Service</b> .....	<b>2,462</b>	<b>4,624</b>	<b>7,086</b>	—	<b>9,181</b>	—	<b>5,134</b>
Community or Public Service.....	185	1,081	1,266	—	117	—	545
Government Service.....	1,817	289	2,106	—	8,442	—	1,337
Recreation Service.....	53	25	78	—	47	—	155
Business Service.....	180	201	381	+	37	—	618
Personal Service.....	227	3,028	3,255	—	612	—	2,479
<b>GRAND TOTAL</b> .....	<b>7,743</b>	<b>7,271</b>	<b>15,014</b>	—	<b>10,610</b>	—	<b>19,653</b>

<sup>(1)</sup> Preliminary—Subject to revision.  
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JANUARY 2, 1958<sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers...	1,311	816	2,127	8,074	1,697	9,771
Clerical workers.....	1,631	1,739	3,370	16,772	34,272	51,044
Sales workers.....	706	420	1,126	6,942	11,891	18,833
Personal and domestic service workers..	382	3,435	5,817	41,066	23,301	64,367
Seamen.....	8	.....	8	7,310	20	7,330
Agriculture and fishing.....	138	6	144	16,575	862	17,437
Skilled and semiskilled workers.....	2,203	641	2,844	287,672	38,007	325,679
Food and kindred products (inc. tobacco).....	21	5	26	2,318	906	3,224
Textiles, clothing, etc.....	34	477	511	8,162	25,522	33,684
Lumber and lumber products.....	247	.....	247	41,184	315	41,499
Pulp, paper (inc. printing).....	28	4	32	1,702	632	2,334
Leather and leather products.....	83	30	113	2,433	1,986	4,419
Stone, clay and glass products.....	12	.....	12	1,084	114	1,198
Metalworking.....	180	.....	180	28,558	1,848	30,406
Electrical.....	102	10	112	4,044	2,140	6,184
Transportation equipment.....	11	.....	11	6,130	84	6,214
Mining.....	112	.....	112	3,289	.....	3,289
Construction.....	336	.....	336	83,619	7	83,626
Transportation (except seamen).....	241	9	250	47,945	158	48,103
Communications and public utility.....	22	.....	22	1,282	6	1,288
Trade and service.....	61	74	135	6,078	2,447	8,525
Other skilled and semiskilled.....	634	27	661	35,417	1,397	36,814
Foremen.....	28	5	33	6,432	436	6,868
Apprentices.....	51	.....	51	7,995	9	8,004
Unskilled workers.....	1,071	213	1,284	222,806	37,373	260,179
Food and tobacco.....	58	32	90	9,042	10,579	19,621
Lumber and lumber products.....	89	19	108	30,961	1,055	32,016
Metalworking.....	59	4	63	13,852	1,014	14,866
Construction.....	365	.....	365	107,951	.....	107,951
Other unskilled workers.....	500	158	658	61,000	24,725	85,725
<b>Grand Total.....</b>	<b>7,450</b>	<b>7,270</b>	<b>14,720</b>	<b>607,217</b>	<b>147,423</b>	<b>754,640</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILED VACANCIES AND REGISTRATIONS AT JANUARY 2, 1958**

(Source: U.I.C. 757)

Office	Unfiled Vacancies(*)			Registrations		
	(1) January 2, 1958	Previous Month November 28, 1957	Previous Year January 3, 1957	(1) January 2, 1958	Previous Month November 28, 1957	Previous Year January 3, 1957
<b>Newfoundland</b> .....	<b>94</b>	<b>104</b>	<b>340</b>	<b>29,038</b>	<b>11,898</b>	<b>16,973</b>
Corner Brook.....		5	2	5,617	2,478	3,299
Grand Falls.....	3	6	25	2,696	1,478	1,646
St. John's.....	91	93	313	20,725	7,942	12,028
<b>Prince Edward Island</b> .....	<b>75</b>	<b>149</b>	<b>80</b>	<b>6,125</b>	<b>1,936</b>	<b>3,741</b>
Charlottetown.....	59	133	48	3,527	1,185	2,369
Summerside.....	16	16	32	2,598	751	1,372
<b>Nova Scotia</b> .....	<b>752</b>	<b>846</b>	<b>687</b>	<b>31,293</b>	<b>16,373</b>	<b>18,764</b>
Amherst.....	3	4	15	1,423	724	1,042
Bridgewater.....	6	6	25	2,582	822	1,314
Halifax.....	397	407	486	6,180	4,332	3,668
Inverness.....	8			1,165	432	567
Kentville.....	11	29	49	3,179	1,496	2,214
Liverpool.....	14	23	4	840	427	484
New Glasgow.....	33	70	54	4,418	1,883	2,171
Springhill.....				1,085	695	821
Sydney.....	220	238	15	4,801	2,654	3,399
Truro.....	6	16	32	2,380	1,376	1,401
Yarmouth.....	54	53	7	3,240	1,532	1,683
<b>New Brunswick</b> .....	<b>406</b>	<b>746</b>	<b>898</b>	<b>39,658</b>	<b>20,073</b>	<b>22,953</b>
Bathurst.....	5	20	11	6,880	2,023	3,799
Campbellton.....	24	27	55	2,778	1,450	1,505
Edmundston.....	11	14	49	2,890	1,350	1,544
Fredericton.....	73	89	126	2,474	1,454	1,604
Minto.....	2	3	135	853	650	692
Moncton.....	173	239	314	10,957	5,037	6,333
Newcastle.....		6	14	3,913	1,818	2,206
Saint John.....	105	318	137	3,360	3,077	2,513
St. Stephen.....	3	5	21	2,527	1,701	1,508
Sussex.....	8	21	14	859	491	549
Woodstock.....	2	4	22	2,167	1,022	700
<b>Quebec</b> .....	<b>3,009</b>	<b>3,505</b>	<b>11,659</b>	<b>239,274</b>	<b>124,031</b>	<b>132,707</b>
Asbestos.....	12	80	19	1,211	597	691
Beauharnois.....	21	23	26	1,802	855	834
Buckingham.....	31	15	24	1,190	783	929
Causapsal.....	55	59	8	3,037	1,369	1,116
Chandler.....		3	21	3,146	860	1,340
Chicoutimi.....	35	51	440	2,208	1,565	1,093
Dolbeau.....	27	14	207	2,051	1,269	539
Drummondville.....	32	42	50	3,429	1,681	1,992
Farnham.....	6	12	6	2,050	898	790
Forestville.....	13	82	1,404	1,833	648	526
Gaspé.....		4	3	2,415	639	1,122
Granby.....	22	36	21	3,486	1,484	2,402
Hull.....	24	57	32	4,169	2,784	3,337
Joliette.....	60	39	109	5,737	2,986	3,238
Jonquière.....	24	37	56	2,451	1,683	1,358
Lachute.....	9	8	44	1,493	567	904
La Malbaie.....	4	3	1	2,415	1,012	1,584
La Tuque.....	13	23	1,327	1,215	716	671
Lévis.....	63	58	77	5,657	2,293	3,172
Louiseville.....	12	24	30	2,299	827	885
Magog.....	1		2	1,028	644	692
Maniwaki.....	23	3	22	1,200	793	412
Matane.....	7	4	465	3,598	1,339	1,212
Mégantic.....	3	1	28	1,648	828	816
Mont-Laurier.....	55	10	18	1,024	537	654
Montmagny.....	12	53	21	3,374	1,552	1,960
Montreal.....	1,394	1,474	3,840	74,703	42,326	42,186
New Richmond.....	15	6	33	2,628	939	1,445
Port Alfred.....	1	6	5	1,552	534	866
Quebec.....	288	325	581	17,641	9,997	12,973
Rimouski.....	48	67	89	5,662	2,479	2,330
Rivière du Loup.....	25	25	102	6,521	2,849	2,815
Roberval.....	3	1	149	1,587	951	496
Rouyn.....	67	66	109	3,996	3,006	1,077
Ste. Agathe.....	36	62	22	1,316	673	706
Ste. Anne de Bellevue.....	33	44	76	1,473	662	971
Ste. Thérèse.....	21	29	55	3,084	1,253	1,719
St. Georges Est.....	10	29	211	4,077	1,709	1,825
St. Hyacinthe.....	23	34	24	4,443	1,429	2,175
St. Jean.....	34	34	42	2,585	1,259	1,642
St. Jérôme.....	22	29	38	3,376	1,200	1,762
Sept Îles.....	55	65	547	1,601	662	910
Shawinigan Falls.....	6	10	54	5,483	3,240	3,173
Sherbrooke.....	62	105	115	6,222	3,860	3,784
Sorel.....	61	83	60	3,337	1,384	2,285
Thetford Mines.....	41	45	71	2,159	1,079	1,645
Trois-Rivières.....	115	119	203	6,698	3,882	4,537

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JANUARY 2, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) January 2, 1958	Previous Month November 28, 1957	Previous Year January 3, 1957	(1) January 2, 1958	Previous Month November 28, 1957	Previous Year January 3, 1957
<b>Quebec—Con.</b>						
Val d'Or.....	15	19	217	2,816	2,199	985
Valleyfield.....	17	18	87	3,505	1,536	1,674
Victoriaville.....	26	25	154	4,645	2,092	3,242
Ville d'Alma.....	27	44	314	2,998	1,592	1,215
<b>Ontario.....</b>	<b>6,163</b>	<b>8,597</b>	<b>11,355</b>	<b>230,081</b>	<b>140,708</b>	<b>130,164</b>
Arnprior.....	5	3	48	873	344	404
Barrie.....	21	10	40	1,345	937	1,023
Belleville.....	2	17	40	2,302	1,349	1,429
Bracebridge.....	113	43	24	1,472	863	949
Brampton.....	11	4	44	1,301	694	581
Brantford.....	48	59	44	3,892	2,821	2,302
Brockville.....	29	10	46	630	340	465
Carleton Place.....	3	5	7	553	235	404
Chatham.....	24	129	38	3,699	2,051	2,072
Cobourg.....	1	2	11	1,371	739	755
Collingwood.....	3	5	12	1,225	541	751
Cornwall.....	100	150	144	3,739	2,047	2,503
Fort Erie.....	15	11	16	793	501	494
Fort Frances.....	10	13	27	732	575	284
Fort William.....	93	130	502	2,975	1,650	1,413
Galt.....	30	29	139	2,141	1,525	949
Gananoque.....	2	1	2	555	299	316
Goderich.....	8	8	28	1,119	537	636
Guelph.....	38	59	85	2,611	1,457	1,445
Hamilton.....	339	444	728	17,958	11,600	9,186
Hawkesbury.....	20	17	17	1,330	655	927
Ingersoll.....	11	24	54	985	654	564
Kapuskasing.....	1	15	124	949	1,148	269
Kenora.....	9	12	88	1,069	737	446
Kingston.....	92	78	114	2,113	1,404	1,370
Kirkland Lake.....	37	30	55	1,548	1,103	643
Kitchener.....	42	75	79	5,649	2,363	2,848
Leamington.....	16	19	24	2,062	1,042	997
Lindsay.....	7	3	26	816	395	583
Listowel.....	13	22	32	629	384	366
London.....	305	1,159	573	6,957	4,143	4,217
Long Branch.....	50	45	127	4,950	2,697	2,528
Midland.....	6	11	15	1,534	699	1,283
Napanee.....	5		3	926	529	689
Newmarket.....	25	33	16	1,255	764	680
Niagara Falls.....	54	216	120	2,982	2,025	1,738
North Bay.....	6	8	53	2,793	1,607	1,124
Oakville.....	62	74	178	1,037	603	431
Orillia.....	13	18	31	1,332	804	779
Oshawa.....	25	65	85	4,029	3,190	2,503
Ottawa.....	1,602	1,708	2,060	6,059	4,392	4,462
Owen Sound.....	15	17	68	3,222	1,513	2,416
Parry Sound.....	1	2	3	483	275	410
Pembroke.....	66	94	198	2,397	1,550	1,533
Perth.....	15	22	21	944	488	767
Peterborough.....	206	31	45	3,516	2,518	2,311
Pictou.....	13	14	7	794	412	650
Port Arthur.....	103	83	285	5,106	3,888	2,027
Port Colborne.....	8	10	16	1,115	677	550
Prescott.....	22	17	22	1,517	626	1,087
Renfrew.....	5	10	24	922	494	737
St. Catharines.....	51	141	110	6,706	3,187	3,069
St. Thomas.....	35	31	105	1,419	895	734
Sarnia.....	61	74	69	2,775	1,740	2,587
Sault Ste. Marie.....	262	281	473	3,006	1,854	942
Simcoe.....	70	29	11	1,779	992	943
Sioux Lookout.....	9	2	42	305	232	126
Smiths Falls.....	3	4	2	621	373	422
Stratford.....	10	11	15	1,569	785	748
Sturgeon Falls.....	2	4	4	1,401	878	836
Sudbury.....	440	359	332	4,901	3,541	1,586
Timmins.....	40	78	161	2,562	1,956	1,135
Toronto.....	1,107	1,942	2,876	50,427	33,244	30,530
Trenton.....	28	56	55	1,296	708	885
Walkerton.....	33	21	23	899	392	530
Wallaceburg.....	6	8	6	1,037	565	693
Welland.....	8	22	109	3,121	2,138	1,331
Weston.....	142	157	163	2,769	1,808	1,810
Windsor.....	93	296	176	19,526	9,622	9,999
Woodstock.....	13	11	35	1,656	914	962
<b>Manitoba.....</b>	<b>1,128</b>	<b>3,204</b>	<b>2,263</b>	<b>29,424</b>	<b>18,762</b>	<b>20,440</b>
Brandon.....	120	215	202	2,866	1,577	1,791
Dauphin.....	6	8	39	1,943	1,010	1,068
Flin Flon.....	12	32	122	300	253	162
Portage la Prairie.....	34	64	41	1,478	832	1,013

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JANUARY 2, 1958**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) January 2, 1958	Previous Month November 28, 1957	Previous Year January 3, 1957	(1) January 2, 1958	Previous Month November 28, 1957	Previous Year January 3, 1957
<b>Manitoba—Con.</b>						
The Pas.....	55	12	8	328	212	142
Winnipeg.....	901	2,873	1,851	22,509	14,878	16,264
<b>Saskatchewan.....</b>	<b>574</b>	<b>623</b>	<b>1,050</b>	<b>21,862</b>	<b>12,041</b>	<b>14,636</b>
Estevan.....	35	35	55	537	329	264
Moose Jaw.....	89	109	255	1,642	1,007	1,284
North Battleford.....	26	41	37	1,967	1,072	1,110
Prince Albert.....	35	59	115	2,731	1,603	1,592
Regina.....	171	155	259	5,301	2,916	3,981
Saskatoon.....	116	99	159	4,634	2,597	3,127
Swift Current.....	20	39	69	1,089	565	804
Weyburn.....	43	39	34	606	295	335
Yorkton.....	39	47	67	3,355	1,657	2,139
<b>Alberta.....</b>	<b>1,592</b>	<b>2,187</b>	<b>2,742</b>	<b>32,586</b>	<b>22,221</b>	<b>19,767</b>
Blairmore.....	2	10	50	583	349	334
Calgary.....	524	1,046	983	8,783	6,689	5,917
Drumheller.....	4	10	33	521	298	268
Edmonton.....	778	727	1,178	16,193	10,676	8,315
Edson.....	31	20	211	673	454	260
Lethbridge.....	86	104	132	2,923	1,652	2,586
Medicine Hat.....	130	197	96	1,386	980	1,173
Red Deer.....	37	73	59	1,524	1,123	914
<b>British Columbia.....</b>	<b>927</b>	<b>4,575</b>	<b>2,150</b>	<b>95,299</b>	<b>66,493</b>	<b>56,018</b>
Chilliwack.....	29	27	47	2,632	1,656	2,254
Courtenay.....	4	8	18	2,505	1,418	1,870
Cranbrook.....	11	24	5	2,122	649	848
Dawson Creek.....	9	19	45	1,360	897	391
Duncan.....	11	23	54	2,173	728	1,315
Kamloops.....	12	11	31	2,163	1,314	1,146
Kelowna.....	20	18	13	2,143	1,231	1,456
Kitimat.....	12	13	89	651	579	338
Mission City.....	5	13	44	1,942	1,121	1,458
Nanaimo.....	12	20	21	3,047	1,593	1,963
Nelson.....	15	13	15	1,729	1,052	1,252
New Westminster.....	107	150	131	12,375	7,730	6,214
Penticton.....	2	10	7	2,192	1,000	1,922
Port Alberni.....	12	9	16	2,205	1,665	1,545
Prince George.....	49	77	144	3,524	2,947	1,680
Prince Rupert.....	18	36	80	2,729	1,603	1,198
Princeton.....			692		330	548
Trail.....	18	8	20	1,299	803	796
Vancouver.....	418	3,914	1,070	38,618	32,204	21,954
Vernon.....	12	17	4	2,884	1,453	1,968
Victoria.....	137	147	254	5,740	4,074	3,521
Whitehorse.....	14	18	42	574	446	381
<b>Canada.....</b>	<b>14,720</b>	<b>24,536</b>	<b>33,224</b>	<b>754,640</b>	<b>434,536</b>	<b>436,163</b>
Males.....	7,450	13,327	19,784	607,217	327,335	343,956
Females.....	7,270	11,209	13,440	147,423	107,201	92,207

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918

**TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1, 1957 TO DECEMBER 31, 1957**  
(SOURCE: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out	Placements		Vacancies Notified	Transfers out
	Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual		
<b>Agriculture</b> .....					577	282	10	15	118	90	7	343	65	8	247	544	275	238	64	1,962	1,191	555	153	
<b>Forestry</b> .....	1			1					134	75	36		102	64	11	2,311	1,824	3	576	473	18	7		
<b>Fishing and Trapping</b> .....				3	3							1				1			8	5				
<b>Mining, Quarrying and Oil Wells</b> .....	65	54		372	154	1	7	99	61	3	1	7	99	61	3	450	199	14	1,230	556	9	92		
Metal Mining.....	65	54		5	2	1	1	2	1	1	1	2	2	1	1	284	82	10	1,129	478	9	91		
Fuels.....				365	150		7	97	60	2		7	1			7			7					
Non-Metal Mining.....				2	2											140	107	1		32	25			
Quarrying, Clay and Sand Pits.....				2	2																			
Prospecting.....																								
<b>Manufacturing</b> .....	23	12	2	1,146	901	126	35	291	183	49	7	126	85	50	13	12,861	9,484	702	17,692	12,945	2,416	306		
Foods and Beverages.....	2			126	86	27	1	85	50	13		1				980	795	43	2,052	1,521	378	45		
Tobacco and Tobacco Products.....				1												95	66	2						
Rubber Products.....				1	3	1		5	4							89	43							
Leather Products.....				1												690	374	179	9	372	253	17		
Textile Products (except clothing).....				6	4		2	4	4	4	5	4	4	4	5	1,074	905	14	714	579	53	31		
Clothing (textile and fur).....	3			23	12		2	4	5			2	4	5		2,879	2,351	36	1,089	906	53	31		
Wood Products.....	1	1		41	20	5	1	34	30	1		3	30	1		2,879	2,351	36	1,089	906	53	31		
Paper Products.....	1			5	5		2	72	55	6		2	72	55	6	607	502	20	865	607	228	9		
Printing, Publishing and Allied Industries.....	5			12	5		1	15	10	8		2	15	10		670	334	43	1,584	907	461	4		
Iron and Steel Products.....				265	183	50	24	18	8	6		15	18	6		1,170	898	76	2,820	2,072	261	49		
Transportation Equipment.....	2			1				19	7	3	2	4	19	7	3	1,097	669	109	35	2,312	1,881	179		
Non-Ferrous Metal Products.....	1			8	6	1	1	3	2			3	3	2		513	314	21	1,222	715	550	97		
Electrical Apparatus and Supplies.....				4	2		2									483	327	14	1,396	1,008	146	11		
Non-Metallic Mineral Products.....	5	2	1	28	4	21		6	3	2		6	3	2		559	487	18	607	379	99	33		
Products of Petroleum and Coal.....				6	3			9				9				91	34	5	74	52	9	5		
Chemical Products.....				50	50	80										433	231	36	1,914	870	193	5		
Miscellaneous Manufacturing Industries.....	2	1	1	3	3			17	5	9		3	17	5	9	566	456	49	724	554	79	11		

<b>Construction</b> .....	131	95	5	11	90	78	11	11	340	178	39	1,310	950	167	48	8,331	6,417	756	504	13,848	10,706	1,670	658	
General Contractors.....	120	87	5	9	64	59	5	11	408	109	35	986	758	91	36	5,976	4,416	636	454	10,363	8,214	1,084	626	
Special Trade Contractors.....	11	8	.....	2	26	19	6	.....	184	85	4	324	192	76	12	2,355	2,001	120	50	3,485	2,492	586	32	
<b>Transportation, Storage and Communication</b> .....	14	5	7	.....	290	75	209	.....	202	80	.....	193	141	40	1	6,751	1,238	5,001	11	3,593	1,701	1,412	17	
Transportation.....	11	2	7	.....	283	75	204	.....	170	57	97	172	127	34	1	6,221	1,088	4,957	8	2,627	1,282	1,007	11	
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	2	5	.....	9	4	5	.....	60	44	5	.....	477	240	219	6	
Communication.....	3	3	.....	5	7	.....	.....	.....	30	18	.....	12	10	1	.....	470	106	39	.....	489	179	186	.....	
<b>Public Utility Operation</b> .....	5	3	.....	.....	6	4	.....	.....	25	10	4	2	2	.....	.....	102	56	16	1	564	281	57	18	
<b>Trade</b> .....	137	82	30	1	535	202	330	.....	1,308	860	271	2	823	498	197	4	6,555	4,506	729	20	13,017	8,776	2,259	49
Wholesale.....	52	21	21	.....	310	40	269	.....	423	166	215	2	263	104	110	.....	1,707	1,039	279	5	3,489	1,923	1,062	11
Retail.....	85	61	9	1	225	162	61	.....	885	694	56	.....	560	394	87	4	4,828	3,467	450	15	9,528	6,853	1,197	38
<b>Finance, Insurance and Real Estate</b> .....	11	6	2	.....	13	7	2	.....	139	72	7	1	92	48	6	.....	928	601	28	5	1,734	1,019	107	8
<b>Service</b> .....	711	491	60	.....	404	236	134	4	2,862	1,494	960	44	2,348	1,271	576	13	16,984	9,079	4,763	94	30,336	16,231	8,138	96
Community or Public Service.....	15	7	4	.....	43	34	6	.....	215	121	54	.....	155	67	44	.....	1,217	894	59	1	2,551	1,517	378	17
Government Service.....	583	452	1	.....	125	111	10	.....	1,219	941	179	41	975	848	43	11	3,314	2,805	288	21	11,009	7,614	798	29
Recreation Service.....	8	2	6	.....	2	2	.....	.....	29	12	4	.....	18	5	.....	.....	308	113	90	.....	660	372	233	4
Business Service.....	7	2	.....	6	12	5	.....	3	57	39	4	.....	76	62	3	.....	1,037	522	258	4	1,614	865	232	13
Personal Service.....	98	28	49	.....	222	84	112	.....	1,342	381	716	1	1,124	288	481	.....	11,108	4,745	4,068	68	14,502	5,883	6,497	33
<b>Totals</b> .....	1,098	749	106	12	2,033	969	706	32	6,901	4,079	1,692	471	5,326	3,284	1,037	321	55,798	33,679	12,250	1,217	84,560	53,904	16,640	1,404
Men.....	854	591	98	11	1,959	677	638	31	4,569	2,738	1,433	463	3,371	2,239	668	321	36,624	22,215	8,274	1,132	54,689	34,218	11,749	1,283
Women.....	244	158	8	1	474	292	148	1	2,332	1,341	559	8	1,955	1,045	389	.....	19,174	11,464	3,976	88	29,871	19,686	4,891	121

(1) Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1, 1957 TO DECEMBER 31, 1957  
(SOURCE: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada						
	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified				
	Reg- ular	Cas- ual		Reg- ular	Cas- ual		Reg- ular	Cas- ual		Reg- ular	Cas- ual		Reg- ular	Cas- ual					
<b>Agriculture</b> .....	220	179	20	3	576	444	24	1,440	145	1	570	217	327	1	6,072	3,898	1,334	827	
<b>Forestry</b> .....	11	7	1		22	17	1	243	145	7	511	490	6	1	3,911	3,096	83	206	
<b>Fishing and Trapping</b> .....	2	2						11	9						26	19			
<b>Mining, Quarrying and Oil Wells</b> .....	342	166	6	4	1,327	475	18	1,327	18	9	146	114	17	6	4,134	1,850	69	132	
Metal Mining.....	316	149	4		1,290	464	14	1,290	14	3	146	114	17	6	4,134	1,850	69	132	
Fuels.....	12	8	4		87	58	1	956	322	1	51	38	16		1,976	850	11	118	
Non-Metal Mining.....	10	7	2		1	1		2	1		1	2			1,552	644	38	11	
Quarrying, Clay and Sand Pits.....	4	2			4	4		4	5		6	5	1		176	138	1		
Prospecting.....					11	8	1	275	123	4	1	3			89	70	12	2	
<b>Manufacturing</b> .....	2,153	1,378	507	522	313	113	5	1,569	926	302	7	2,753	1,910	312	21	39,128	23,137	4,639	633
Foods and Beverages.....	385	220	91	226	155	37	1	497	268	147		1			4,959	3,953	796	51	
Tobacco and Tobacco Products.....	3	1						16	7						558	371	97	2	
Rubber Products.....	30	16	6						6						22	12	4		
Leather Products.....	44	33	13		5	2		17	10	3					30	20	12	4	
Textile Products (except clothing).....	414	328	28		18	14		61	44						1,916	1,593	195	18	
Clothing (textile and fur).....	290	143	124		139	108		1,009	68	5					3,397	2,795	478	38	
Wood Products.....	99	62	13		10			40	27	3					3,496	2,951	478	38	
Paper Products.....	151	87	53		37	25		48	31	12					1,842	1,278	278	16	
Printing, Publishing and Allied In- dustries.....	267	175	80		50	40		212	123	65					181	91	27	24	
Iron and Steel Products.....	119	93	7		33	25		181	127	24					176	108	26	5	
Transportation Equipment.....	34	31	1		6			6	6						4,169	3,522	373	97	
Non-Ferrous Metal Products.....	46	32	7		13	12		13	12	1					1,025	937	130	142	
Electrical Apparatus and Supplies.....	61	32	34		23	15		128	85	22					1,493	1,408	179	143	
Non-Metallic Mineral Products.....	37	32	0		35	7		27	20	10					1,954	1,033	211	33	
Products of Petroleum and Coal.....	81	32	36		14	7		98	35	6					3,241	1,149	336	2	
Chemical Products.....	92	70	3		13	9		26	17	3					1,047	954	377	19	
Miscellaneous Manufacturing In- dustries.....	1,677	1,413	145	70	1,404	1,049	5	2,465	1,988	356	34	2,143	1,510	522	92	31,991	24,546	4,105	1,472
<b>Construction</b> .....	1,225	1,039	91	66	390	255	4	1,541	1,154	404	83	1,617	1,154	404	83	23,341	18,046	2,807	1,357
General Contractors.....	374	374	54	4	414	294		871	679	149	1	526	356	118	9	8,650	6,500	1,298	115
Special Trade Contractors.....																			





## E—Unemployment Insurance

### TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, DECEMBER 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	8.8	5,941	35,057	779,842
Prince Edward Island.....	1.8	2,300	7,086	138,393
Nova Scotia.....	15.4	10,471	61,589	1,189,680
New Brunswick.....	16.8	12,856	67,367	1,405,259
Quebec.....	118.1	92,849	472,262	9,869,969
Ontario.....	113.3	84,599	453,016	10,094,590
Manitoba.....	15.9	13,159	63,438	1,335,786
Saskatchewan.....	10.0	8,735	40,170	872,383
Alberta.....	17.0	13,972	68,197	1,491,946
British Columbia.....	51.9	36,406	207,810	4,749,103
Total, Canada, December 1957.....	369.0	281,288	1,475,992	31,926,951
Total, Canada, November 1957.....	227.4	135,407	909,783	18,989,040
Total, Canada, December 1956.....	155.0	114,218	619,902	12,528,015

### TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, DECEMBER 1957

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)								Percent- age Postal	December 31, 1956 total claimants
	Total claimants	2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	744,248	319,383	153,893	125,604	58,413	31,671	17,988	37,296	37.6	398,244
Male.....	604,798	266,856	128,816	103,837	46,232	23,013	12,489	23,555	40.4	315,220
Female.....	139,450	52,527	25,077	21,767	12,181	8,658	5,499	13,741	25.3	83,024
Newfoundland.....	26,668	15,438	3,782	3,285	1,791	903	565	904	81.3	14,883
Male.....	25,708	15,118	3,635	3,113	1,699	837	528	778	82.4	14,264
Female.....	960	320	147	172	92	66	37	126	53.4	619
Prince Edward Island.....	5,773	2,907	1,687	643	224	124	64	124	79.9	3,016
Male.....	5,022	2,581	1,478	568	168	92	50	85	81.4	2,529
Female.....	751	326	209	75	56	32	14	39	69.4	487
Nova Scotia.....	31,652	14,075	6,051	4,530	2,520	1,581	868	2,027	57.4	18,539
Male.....	28,252	12,869	5,460	4,092	2,195	1,312	703	1,621	59.5	16,308
Female.....	3,400	1,206	591	438	325	269	165	406	40.6	2,231
New Brunswick.....	38,021	16,386	8,134	6,251	3,087	1,492	866	1,805	69.4	20,130
Male.....	33,298	14,698	7,226	5,497	2,574	1,226	650	1,427	70.8	16,908
Female.....	4,723	1,688	908	754	513	266	216	378	59.4	3,222
Quebec.....	237,628	109,362	48,359	38,721	16,337	9,249	4,935	10,465	37.5	127,851
Male.....	191,262	89,934	40,326	31,914	13,110	6,659	3,372	5,947	41.0	98,885
Female.....	46,366	19,428	8,033	6,807	3,427	2,590	1,563	4,518	23.2	28,966
Ontario.....	228,909	93,315	47,834	35,514	17,896	11,326	7,558	15,466	24.5	114,138
Male.....	173,568	72,903	37,959	27,359	13,055	7,797	5,076	9,419	25.4	84,148
Female.....	55,341	20,412	9,875	8,155	4,841	3,529	2,482	6,047	21.6	29,990
Manitoba.....	29,405	11,703	6,401	6,326	2,133	1,012	487	1,341	34.9	18,086
Male.....	23,682	9,522	5,375	5,325	1,615	658	305	882	39.8	14,074
Female.....	5,721	2,181	1,026	1,001	518	354	182	459	14.9	4,012
Saskatchewan.....	20,240	8,223	4,671	4,327	1,674	525	271	549	55.3	12,279
Male.....	17,485	7,223	4,208	3,834	1,379	355	175	311	58.3	10,397
Female.....	2,755	1,000	463	493	295	170	96	238	36.0	1,882
Alberta.....	33,273	13,113	7,228	7,270	2,903	1,073	605	1,081	36.0	18,359
Male.....	28,692	11,673	6,387	6,300	2,412	747	413	760	37.2	15,849
Female.....	4,581	1,440	841	970	491	326	192	321	28.8	2,510
British Columbia.....	92,681	34,861	19,746	18,737	9,648	4,386	1,769	3,534	32.4	50,963
Male.....	77,829	30,335	16,762	15,835	8,025	3,330	1,217	2,325	33.2	41,858
Female.....	14,852	4,526	2,984	2,902	1,623	1,056	552	1,209	28.3	9,105

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
DECEMBER 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	19,262	17,003	2,259	11,094	8,548	2,546	10,941
Prince Edward Island.....	4,572	4,027	545	3,768	3,452	316	1,121
Nova Scotia.....	20,698	15,882	4,816	15,292	13,287	2,005	8,032
New Brunswick.....	24,813	20,102	4,711	20,488	17,334	3,154	7,493
Quebec.....	164,234	117,631	46,603	133,735	116,255	17,480	55,913
Ontario.....	153,598	104,955	48,643	128,671	114,138	14,533	46,632
Manitoba.....	18,119	13,859	4,260	15,996	14,027	1,969	5,362
Saskatchewan.....	13,522	10,660	2,862	11,323	9,656	1,667	4,660
Alberta.....	21,083	15,422	5,661	19,626	17,088	2,538	7,667
British Columbia.....	59,312	44,367	14,945	49,827	42,553	7,274	20,102
Total, Canada, December 1957.....	499,213	363,908	135,305	409,820	356,338	53,482	167,923
Total, Canada, November 1957.....	249,108	156,256	92,852	217,608	169,446	48,162	78,530
Total, Canada, December 1956.....	265,230	193,607	71,623	202,519	176,512	26,007	114,774

\* In addition, revised claims received numbered 31,991.

† In addition, 30,126 revised claims were disposed of. Of these, 2,741 were special requests not granted and 1,020 were appeals by claimants. There were 5,836 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT (REVISED)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1956—December.....	3,875,000	3,659,600	215,400
1957—January.....	3,929,000	3,530,800	398,200
February.....	3,982,000	3,436,000	546,000
March.....	3,987,000	3,414,600	572,400
April.....	3,963,000	3,404,200	558,800
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July.....	3,892,000	3,687,500	204,500
August.....	3,921,000	3,715,200	205,800
September.....	3,925,000	3,716,300	208,700
October.....	3,918,000	3,691,500	226,500
November.....	3,913,000	3,645,000	268,000
December*.....	4,011,900	3,608,600	403,300

\* Preliminary.

## F—Prices

### TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	126.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1

### TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY 1958

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	January 1957	December 1957	January 1958					
(1) St. Johns, Nfld.....	107.7	109.8	110.2	107.4	111.3	101.9	108.5	119.6
Halifax.....	118.6	121.1	120.7	113.8	130.9	114.0	124.3	126.8
Saint John.....	121.2	123.4	123.5	117.3	134.7	116.9	121.2	132.2
Montreal.....	120.6	123.4	123.8	123.9	140.8	105.9	118.3	127.9
Ottawa.....	121.4	124.2	123.9	118.0	144.3	111.8	117.9	130.5
Toronto.....	123.1	126.1	127.0	118.3	152.8	112.2	121.5	132.9
Winnipeg.....	118.8	121.6	121.9	119.2	129.6	114.5	117.1	128.1
Saskatoon-Regina.....	117.1	120.1	120.3	117.5	119.7	119.1	121.9	123.2
Edmonton-Calgary.....	117.2	120.0	119.9	116.0	122.9	115.7	120.0	126.0
Vancouver.....	122.1	123.9	124.3	119.1	134.8	111.4	132.0	127.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. Johns Index on the base June 1951 = 100.

## C—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-DECEMBER 1957,  
JANUARY 1958†**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Days	Per cent of Estimated Working Time
1958*						
January.....	23†	23	9,364†	9,364	169,880	0.18
1957						
December.....	2	18	225	7,327	152,935	0.16
January.....	24†	24	7,477†	7,477	52,680	0.06

\* Preliminary figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, JANUARY 1958, INVOLVING 100 OR MORE WORKERS**  
(Preliminary, Subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began (l)	Date Terminated or Lapsed	Approximate Time Loss man-Days		Major Issue(s)	Major Term(s) of Settlement
					January	To Date		
<i>In progress prior to January 1958</i>								
<b>FISHING—</b> Fisheries Association of B.C. (7 Firms) Vancouver, B.C.	United Fishermen and Allied Workers Union, No. 44	700	Oct. 27 1957	.....	18,200	57,750	Prices offered by companies for herring.	.....
<b>MINING—</b> <i>Other—</i> Canadian Gypsum Co. Ltd., Windsor and Hantsport, N.S.	Nova Scotia Quarry Workers' Union, No. 294, CLC.	300(?)	Oct. 31 1957	.....	7,800	23,550	Wages, hours, union security and fringe benefits.	.....
<b>MANUFACTURING—</b> <i>Pulp and Paper—</i> Pulp and Paper Industrial Relations Bureau, (Six firms, Nine Divisions), British Columbia.	International Brotherhood of Pulp, Sulphite and Paper Mill Workers and United Paper Makers and Paper Workers, various locals, AFL-CIO/CLC.	5,565	Nov. 14 1957	.....	122,700	311,640	Wages.	.....
<i>Commencing in January 1958</i>								
<b>Logging—</b> T. S. Woodlinds & Co. Ltd., South Porcupine, Ont.	Lumber & Sawmill Workers Union No. 2995, of the United Brotherhood of Carpenters and Joiners of North America, AFL-CIO/CLC.	205	Jan. 16	Jan. 18	500	500	Union security and working conditions.	Return of workers pending negotiations.
<b>MINING—</b> <i>Coal—</i> Dominion Coal Co., No. 16 Colliery, New Waterford, N.S.	United Mine Workers of America, District 26, No. 4526, IND.	1,014	Jan. 29	Jan. 30	1,015	1,015	Wages and work assignment.	Return of workers, further negotiations.
<b>MANUFACTURING—</b> <i>Food—</i> Société Coopérative Agricole du Canton de Granby, Granby, Que.	National Catholic Syndicate of the Granby Cooperative Employees.	123(?)	Jan. 27	.....	615	615	Wages and a renewal of agreement.	.....

<i>Electrical Apparatus and Supplies—</i> Standard Telephones and Cables, Montreal, Que.	National Federation of Metal Trades, CCCL	140	Jan. 9	.....	2,240	2,240	Wages.	.....
Canadian Westinghouse Co., Ltd. Hamilton, Ont.	United Electrical, Radio and Machine Workers of America, No. 504.	160	Jan. 15	Jan. 20	480	480	Seniority rights.	Return of workers.
<i>Miscellaneous Manufacturing—</i> A. G. Spalding Bros., Brantford, Ont.	International Woodworkers of America, No. 233, AFL-CIO/CLC.	170	Jan. 3	Jan. 6	170	170	Suspension of union president, conciliation in progress.	Return of workers, further negotiations.
<i>Construction—</i> * Various pipeline contractors (Wire Contractors and Three sub-contractors) of Fort Arthur, Kapuskasing and Hearst, Ont.	International Hod Carriers' Building and Common Labourers Union of America, AFL-CIO/CLC.	500	Jan. 3	.....	12,500	12,500	Jurisdictional dispute between unions and wages.	.....
Hamilton Construction Association and Builders Exchange, Hamilton, Ont.	United Brotherhood of Carpenters and Joiners of America, No. 18, AFL-CIO/CLC.	150	Jan. 21	Jan. 22	150	150	Wages, negotiations in progress.	Return of workers.

\* These strikes terminated early in February details will be carried in next report. They are Pulp and Paper Industrial Relations Bureau in British Columbia, which terminated February 4, 1958 and Various Pipeline Contractors, Fort Arthur, Kapuskasing and Hearst, Ontario which terminated February 5, 1958.

(?) 43 indirectly affected; (3) 12 indirectly affected.

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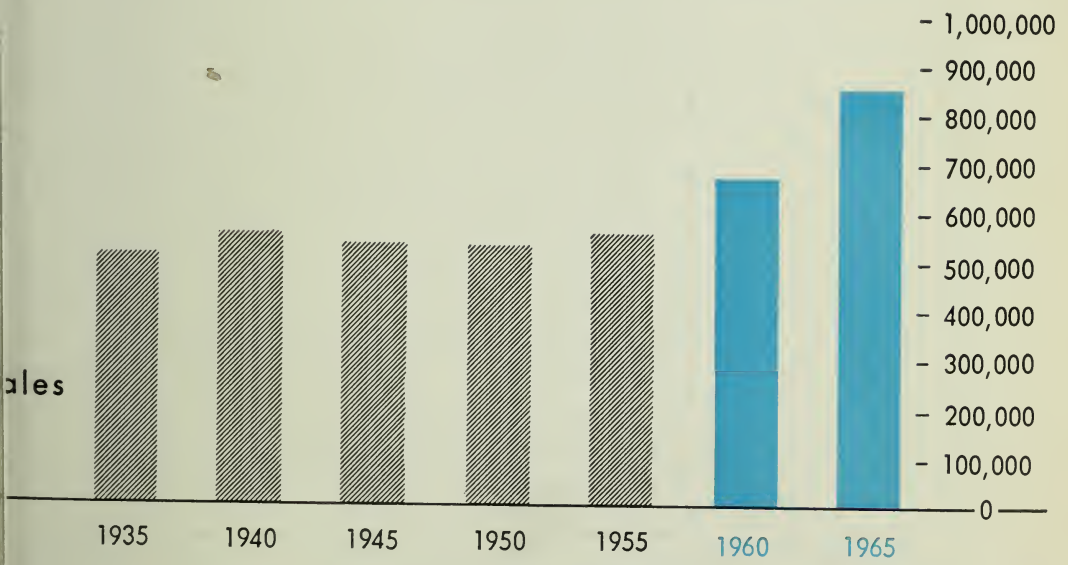
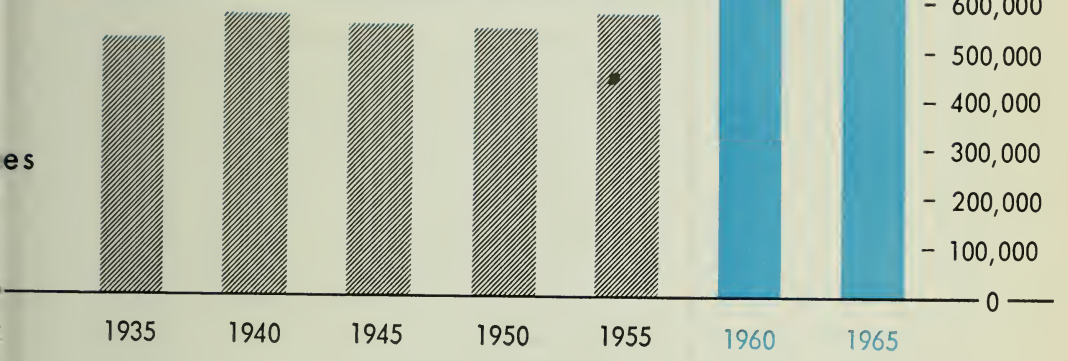
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19 age group virtually stagnated 1935 to 1955...

is expected to grow substantially in next decade



Skilled Manpower in Canada, 1945-65, (p. 351)

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CANADA

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324

# THE LABOUR GAZETTE

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Vol. LVIII, No. 4	CONTENTS	APRIL 30, 1958
Current Manpower and Labour Relations Review .....		325
Notes of Current Interest .....		341
Skilled and Professional Manpower, Canada, 1945-65 .....		351
The Canadian Labour Force, 1957 .....		354
Provincial Minimum Wage Orders, A Survey .....		360
Canadian Conference on Education .....		373
Industrial Fatalities in Canada, Fourth Quarter, 1957 .....		375
Successful Rehabilitation V .....		378
Canadians Studying in the United States .....		379
U.K. Disabled Persons (Employment) Bill .....		380
Equal Pay Legislation in U.S. ....		381
50 Years Ago This Month .....		382
<b>International Labour Organization:</b>		
5th Session, Chemical Industries Committee .....		383
138th Session of Governing Body .....		385
Teamwork in Industry .....		386
<b>Industrial Relations:</b>		
Certification Proceedings .....		387
Conciliation Proceedings .....		390
<b>Labour Law:</b>		
Legal Decisions Affecting Labour .....		407
Recent Regulations under Provincial Legislation .....		409
<b>Unemployment Insurance:</b>		
Monthly Report on Operations .....		422
Decisions of Umpire .....		423
Labour Conditions in Federal Government Contracts .....		425
Strikes and Lockouts .....		429
Prices and the Cost of Living .....		430
Publications Recently Received in Department's Library .....		432
Labour Statistics .....		434

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## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

*Economic activity reached a seasonal low in March and began to increase slowly, without much effect on total employment as yet. Increases occurred in agricultural areas particularly in Quebec. Construction activity showed an encouraging upturn in most regions, and rehiring was under way in a number of manufacturing industries. A sharp decline in pulp cutting employment, however, prevented total employment from rising and this, combined with a marked increase in the labour force, led to increasing unemployment.*

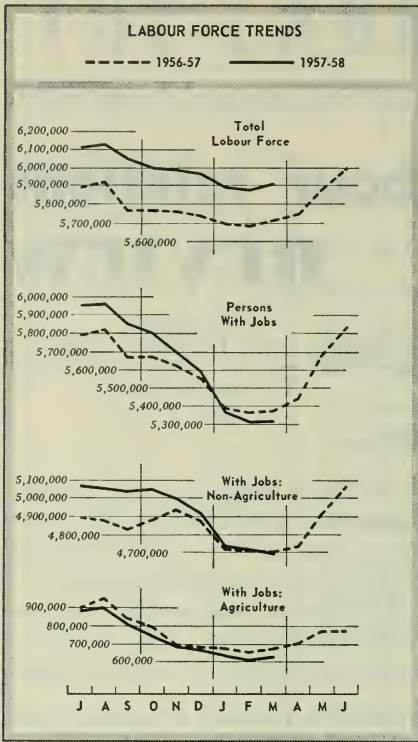
The labour force survey for March indicated a renewal of labour force growth. In previous months the labour force had shown little growth although the effect of the heavy immigration of last year was still evident; in the first quarter of 1958 the labour force was 3.3 per cent higher than a year earlier, compared with a long-term average increase of 1.9 per cent.

The downward trend of employment was halted during March, mainly because of a rise in farm labour requirements, notably in the processing of maple syrup in Quebec. There was a noticeable upturn in manufacturing and construction in many parts of the country. A continued upward trend in new housebuilding accounted for much of the hiring. In addition, however, there was an increase in engineering work in many parts of the country.

Unemployment, as measured by the number of persons without jobs and seeking work, rose to 10 per cent of the labour force during March. The previous high was 7.4 per cent in 1955. Weekly totals of registrations at the National Employment Service indicated that the seasonal decreases in unemployment got under way at mid-month, about the same time as last year. The rate of decline, however, was considerably smaller than last March.

Regional differences in the seasonal downturn of unemployment followed the usual pattern. In Quebec, where pulpwood logging is most heavily concentrated, unemployment continued to rise until the end of March. In Ontario, on the other hand, unemployment declined during the month as a result of rehiring in manufacturing and construction, and in British Columbia it has been falling slowly since February.

**A Monthly Labour Gazette Feature**



In the past year, unemployment has been more marked among skilled than unskilled workers. Construction tradesmen have accounted for most of the increase from a year ago among skilled workers. In addition, there has been a notable rise in the availability of skills that were in short supply for a number of years. Some 6,800 welders, for example, were registered with the NES at the end of March, compared with 2,600 a year earlier, and the number of machinists, toolmakers, die setters and other machine shop workers had risen from 3,500 to 8,800.

Employment conditions in forestry have shown little improvement this spring. Employment was 50 per cent lower than a year earlier in February and seasonal layoffs in March were reported to be fairly large. The weakened demand for pulp and paper products has been largely responsible for the recent employment decline in this industry. On the west coast, logging employment increased moderately as a result of a fairly sharp rise in lumber production.

In the more industrialized parts of the country the iron and steel products industries, which underwent the greatest decline in the past year, showed signs of recovery. No significant change was evident during March in the transportation equipment group. Motor vehicle production was slightly higher in March than in the previous month, but 24 per cent lower than a year earlier. Recent weeks have brought about a moderate increase in the production of iron and steel products reflecting, in part, an increased demand for structural steel and steel pipe. This may mark the end of a decline that has lasted for about a year. The developments in this industry group are outlined in the following section.

### Employment in Iron and Steel (1)

The third round of post-war production and employment expansion in iron and steel manufacturing began at the beginning of 1955 and lasted until April 1957. During this period steel requirements increased sharply as the commodity-producing industries were expanding production facilities to meet the increase in world demand for products of Canada's resource-based industries. This in turn generated new demands on the fuel, power, transportation and communication industries. The direct and indirect effects of this rise in capital spending were a major source of strength to the iron and steel industry. Steel companies embarked on major expansion programs so that

<sup>1</sup> This industrial classification includes ten manufacturing industries, the largest of which are agricultural implements, fabricated and structural steel, machinery, heating and cooking appliances and primary iron and steel.

THE SHIFTING PATTERN OF EMPLOYMENT, PRODUCTION AND UNFILLED ORDERS  
IN THE IRON AND STEEL INDUSTRY.....



total employment in the industry, seasonally adjusted, rose by 21 per cent from January 1955 to April 1957. The gain would have been even greater except for a marked decline in agricultural implement manufacturing.

Increased capital spending on resource industries had a two-pronged effect on employment in iron and steel manufacturing. Firms producing primary steel products underwent an early rise in activity during this period of expansion. The finished goods industries responded to the increase in demand more slowly, however, owing to a shortage of primary materials during the early stages of the expansion period. This part of the industry showed a marked improvement by April 1956, however, particularly in firms producing machinery and equipment, and plate, structural and fabricated steel. From the low point at the beginning of 1955 to the April 1957 peak, employment in fabricated and structural steel showed a spectacular rise of 46 per cent. Primary iron and steel and machinery and equipment recorded gains of 40 per cent and 23 per cent, respectively, during the same period.

While resource development was a central factor influencing production and employment expansion in the iron and steel industry during 1955 and 1956, additional impetus was provided by increasing sales of durable consumer goods. Automobile production, for example, increased sharply during this period and was an important factor contributing to the employment expansion in primary iron and steel. At the same time, there was an increase in demand for heating and cooking appliances which in turn generated demand for other steel products.

Total employment in iron and steel began declining in April 1957 as the domestic market softened for almost all types of steel products. The decline deepened as the year progressed, showing much the same trend as

total manufacturing. Increased productive capacity and an easing in demand for steel for capital investment resulted in a heavy inventory build-up in most sectors of the industry and caused subsequent employment declines. At the same time, many of the larger construction projects, which exerted strong pressures on demand for steel during 1955 and 1956, reached a peak early in 1957. Automobile production fell off sharply in the second half of the year. Other hard-goods industries such as heating and cooking appliances and washing machine manufacturing showed similar production declines, accounting for further slackening in steel requirements.

## Current Trends

Since the downturn in April 1957, employment in iron and steel manufacturing declined by about 9 per cent. Most of the drop occurred after August, though in recent months the rate of decline appears to have slowed down. In February, the employment index (seasonally adjusted) eased downwards by 0.7 per cent, the smallest decline in four months, and a considerable amount of rehiring was reported in primary steel and machinery plants during March. There was little evidence, however, of any marked rise in the iron and steel group as a whole. The consumer durables market remained sluggish and inventories of iron and steel products continued at near record levels. The most recent reports show a slight increase in new orders but total unfilled orders held by manufacturers of iron and steel products are currently at the lowest level in more than two years.

As in the past three years, production and employment in the iron and steel industry will be influenced to a considerable extent by the level of capital spending. According to an investment survey conducted by the Department of Trade and Commerce at the beginning of the year, machinery and equipment purchases are expected to be about 10 per cent lower this year than last. This will tend to have a dampening effect on the level of output and employment in iron and steel manufacturing. Some strengthening in demand for steel can be expected in other sectors, however. An anticipated rise of 15 per cent in residential building will be a sustaining influence on production and employment in plants producing sheet metal, wire, nails and heating and cooking appliances. Some support may be expected from agricultural implements, where sales of farm machinery have increased in recent months.

Employment in the industry will also depend to a considerable extent on the future level of automobile production. So far this year output has been substantially lower than last year, but sales have recently shown a slight improvement. An early upturn in automobile production would be an important stabilizing influence on employment in the iron and steel industry, since it accounts for a significant proportion of total steel consumption.

# Current Labour Statistics

(Latest available statistics as of April 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force(a).....	March 22	5,907,000	+0.6	+3.3
Total persons with jobs.....	March 22	5,317,000	+0.1	-1.1
At work 35 hours or more.....	March 22	4,631,000	+0.4	-3.9
At work less than 35 hours.....	March 22	519,000	-1.7	+29.4
With jobs but not at work.....	March 22	167,000	-4.6	+8.4
With jobs but on short time.....	March 22	66,000	-4.4	+50.0
With jobs but laid off full week.....	March 22	38,000	+5.6	+15.2
Persons without jobs and seeking work.....	March 22	590,060	+6.3	+72.0
Persons with jobs in agriculture.....	March 22	624,000	+2.6	-7.0
Persons with jobs in non-agriculture.....	March 22	4,693,000	-0.3	-0.2
Total paid workers.....	March 22	4,266,000	-0.2	-0.2
Registered for work, NES (b)				
Atlantic.....	March 20	136,000	+3.7	+42.0
Quebec.....	March 20	282,200	+7.5	+42.7
Ontario.....	March 20	249,900	+1.8	+55.1
Prairie.....	March 20	119,100	+2.9	+48.3
Pacific.....	March 20	96,500	-3.0	+54.4
Total, all regions.....	March 20	883,700	+3.4	+47.9
Claimants for Unemployment Insurance benefit.....				
Amount of benefit payments.....	March 1	869,349	+4.2	+51.9
Amount of benefit payments.....	February	\$63,307,658	+4.2	+64.0
Industrial employment (1949 = 100).....				
Manufacturing employment (1949 = 100).....	Feb. 1	113.6	-3.3	-4.2
Manufacturing employment (1949 = 100).....	Feb. 1	107.9	-1.1	-6.3
Immigration.....				
Destined to the labour force.....	Year 1957	282,164	—	+71.2(c)
Destined to the labour force.....	Year 1957	151,511	—	+66.4(c)
<i>Conciliation Services</i>				
Number of cases in progress.....	February	744	+13.1	—
Number of workers involved.....	February	226,376	+7.2	—
<i>Strikes and Lockouts</i>				
No. of days lost.....	March	132,325	—	+111.0(c)
No. of workers involved.....	March	15,196	—	+14.9(c)
No. of strikes.....	March	39	—	-12.3(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Feb. 1	\$69.23	+4.3	+3.9
Average hourly earnings (mfg.).....	Feb. 1	\$1.64	-0.8	+4.4
Average hours worked per week (mfg.).....	Feb. 1	39.9	-1.0	-2.4
Average weekly earnings (mfg.).....	Feb. 1	\$65.60	-1.8	+1.8
Consumer price index (av. 1949 = 100).....	March 1	124.3	+0.5	+3.2
Real weekly earnings (mfg. av. 1949 = 100).....	Feb. 1	127.2	-2.0	-0.7
Total labour income..... \$000,000	January	1,228	-4.7	+2.6
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	February	269.8	+4.6	-4.3
Manufacturing.....	February	259.9	+4.9	-7.9
Durables.....	February	308.0	+2.2	-10.6
Non-Durables.....	February	229.1	+7.3	-5.5

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

(b) See inside back cover, *Labour Gazette*.

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

# Labour-Management Relations

## The Bargaining Scene

EXPIRY of agreements in significantly large sections of Canadian industry during the first four months of 1958 has brought about a sudden increase in bargaining activity throughout Canada. At present, almost all of the 200,000 workers employed on Canadian railways are under negotiation. Important negotiations have also begun with the leading employers in the steel and packinghouse industries. To date no major settlements in the current round of bargaining have been reported; many of the negotiations have reached the stage of government conciliation.

Between February 15 and March 15, 64 agreements, each covering 1,000 or more workers and involving a total of 274,000, were in negotiation or terminating. By April 15, the number had risen to 71 agreements, covering 327,475 workers, an increase of more than 53,000. Most of these agreements are in the negotiation stage but an increasing number have been referred to conciliation. The large increase in the total number of workers involved was mainly due to the expiry of a few of the larger agreements during the month, including one covering 29,000 Bell Telephone workers in Quebec and Ontario, and one covering 15,000 pulp and paper workers in Newfoundland.

The number of agreements at the bargaining stage increased from 30 to 36 between March 15 and April 15 while the number of workers involved rose sharply from 69,900 to 104,900. Twenty agreements were involved in conciliation proceedings at April 15, an increase of eight over a month before, resulting in an increase from 146,450 to 166,700 in the number of workers involved.

The rapid increase in bargaining activity since the beginning of the year is further illustrated by the fact that of the agreements opened or scheduled to expire in the period under review, only ten have been in negotiation for more than three months; 61 agreements have been opened within the last three months. A large proportion of the workers at present in negotiation or due shortly to negotiate are in the construction, rubber, pulp and paper and mining industries.

Only five settlements, involving 10,575 workers, were reached between March 15 and April 15. The wage increases granted ranged from 3 cents an hour to 25 per cent. There were few important changes in either working conditions or fringe benefits in the settlements. The agreements signed were between the Montreal Fire Department and the Association of Firefighters; the Montreal Police Department and the *Fraternité des policiers de Montreal*; the British Columbia Electric Railway and the Office Employees Association; the St. Lawrence Power Project and the Allied Construction Council; and various dairies in the Toronto area and the International Teamsters' Union.

In the steel industry, important negotiations are now taking place between the Steel Co. of Canada and the United Steelworkers of America at Hamilton, Ont., where the settlement could be a possible pace-setter in other negotiations. Over 7,000 workers are affected. As an alternative to obtaining a shorter working week in an industry working on a 24-hour, seven-day week basis, the steelworkers are demanding an extended leave-with-pay plan. It would be in addition to the normal paid vacations and provide for paid leave



## THE BARGAINING SCENE APRIL 15, 1958

Bargaining units of 1,000 or More Employees

March 1, 1958 to May 31, 1958

	Agreements	Workers
<b>In Negotiations and Terminating in Period</b> .....	71	327,475
Bargaining carried over from February .....	26	174,500
Terminating in period Mar. 1-May 31 .....	45	152,975
<b>Settlements Achieved Mar. 15-Apr. 15</b> .....	5	10,575
<b>Major Terms of Settlement (preliminary information)</b>		
<b>Wages and Duration</b>		
1 year's duration .....	3	6,550
2 years' duration .....	2	4,025
15-per-cent wage increase .....	1	1,150
25-per-cent wage increase .....	1	2,300
15-19 cents an hour wage increase .....	1	1,725
3-5 cents an hour wage increase .....	1	1,200
No details available .....	1	4,200
<b>Negotiations Continuing at April 15</b> .....	57	273,100
Bargaining in progress .....	36	104,900
Conciliation in progress .....	20	166,700
Arbitration in progress .....	1	1,500
<b>Other Agreements Terminating in Period</b> .....	14	43,800

on the following basis:— 4 weeks in the 5th year of service, 8 weeks in the 10th, 12 weeks in the 15th, 16 weeks in the 20th, and 20 weeks in the 25th. A supplementary unemployment benefit plan is also included in the demand.

Of the several disputes on the railways, the largest and most advanced negotiations involve the non-operating railway workers. This dispute went to conciliation earlier this year and a board headed by Mr. Justice H. F. Thomson has been sitting in Montreal. Hearings have now been adjourned but will be resumed early in May. Both the firemen's dispute over the implementation of the Kellock Commission report and the demands of the union for an 18-per-cent wage increase have taken a different course of development on each of the two major Canadian railways. On the Canadian Pacific Railway reference of the dispute over the recommendation of the Royal Commission to the Board of Adjustments ended in a decision that the Board would not rule since a similar dispute was in negotiation on the Canadian National Railways. On the CNR, demands have been made by the firemen's union for wage increases while the company wishes to implement the findings of the Kellock report on May 11. A conciliation officer was appointed, and following his report to the Department of Labour, a conciliation board was established. At the same time, the Brotherhood of Railway Trainmen are in negotiation with the CPR and CNR and are demanding a 25-per-cent wage increase. The Brotherhood of Locomotive Engineers are also in negotiation with both railways, demanding a 21-per-cent wage increase plus a premium rate for engine men in yard and road services who are not accompanied by a fireman.

## Wage Changes

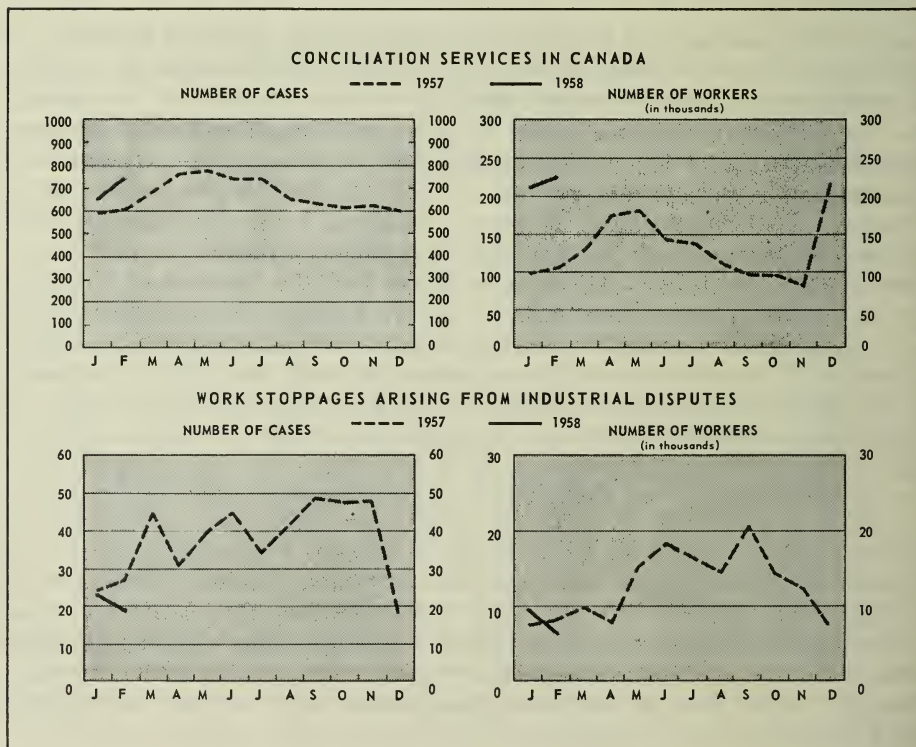
The accompanying tables show an analysis of wage changes in collective agreements during 1957 from the examination of 481 agreements on file in the Department of Labour. Of these 429 contained provisions for wage changes.

The repetition of the pattern of the past few years found almost 60 per cent of the workers covered by the agreements received wage increases ranging from 5 to 15 cents per hour. Workers outside this category tended to receive increases of more than 15 cents rather than less than 5.

### AMOUNT OF WAGE INCREASES

Jan. 1, 1957-Dec. 31, 1957

Amount in Cents per Hour	One Year's Duration or Less		Two or More Years' Duration	
	No. of Agreements	No. of Workers	No. of Agreements	No. of Workers
1-4.9.....	9	2,048	4	1,200
5-9.9.....	90	77,999	31	24,744
10-14.9.....	62	69,125	66	40,463
15-19.9.....	24	14,826	44	15,870
20-24.9.....	5	3,916	30	27,719
25 plus.....	8	1,991	56	36,274
Totals.....	198	169,905	231	146,270



# Manpower Situation in Local Areas

## ATLANTIC

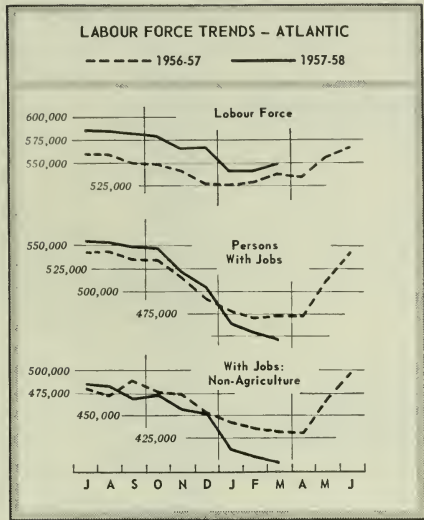
EMPLOYMENT continued to decline in the Atlantic region during March, reaching the lowest level in three years. At March 22, the number of persons with jobs was estimated at 445,000, a decrease of 8,000 from a month before and 28,000 from a year earlier. Seasonal factors were principally responsible for the decline although reduced orders accounted for layoffs in certain parts of heavy manufacturing. In addition, mining employment decreased during the month following suspension of operations at the Brunswick Mining and Smelting Corporation, Bathurst, N.B.; approximately 175 workers were involved in the layoff. A deflated base metals market together with uncertain finances for construction of a smelter plant were reported to be responsible for the mine closure.

Outdoor activities showed further slackening during the month owing to an early spring thaw. In Newfoundland, the spring breakup caused a particularly sharp employment decline in logging and resulted in large quantities of pulpwood being left in the woods. Pulpwood logging was hampered in most other areas and sawmilling and trucking declined as usual because of traffic restrictions on county and provincial roads. Construction employment increased slightly in this region, particularly in the second half of the month. Nevertheless, total industrial employment continued at a much lower level than last year.

Weaknesses have persisted in a number of the leading industries in this region since the third quarter of 1957. Forestry production was sharply curtailed during the past winter owing to reduced markets for lumber and pulpwood; requirements for woods workers were from one-fifth to one-third lower than a year before. Similar slackening occurred in construction; in the last half of 1957 employment was about 10 per cent lower than in the corresponding period in 1956. Employment in transportation declined sharply in the fourth quarter owing to reduced freight shipments. By February, employment in transportation was about 15 per cent lower than a year before.

In manufacturing, employment has been declining more than seasonally since the third quarter of 1957. By February, total manufacturing employment was 6.6 per cent lower than a year earlier and 5.9 per cent lower than in February 1956. The principal weaknesses were in the forestry industries (sawmilling, pulp and paper) and transportation equipment. Employment has remained stable or has increased slightly in most other parts of manufacturing.

In recent months there has been little evidence of improvement in forestry and manufacturing. The outlook is somewhat brighter for construction, however. In fact, if present plans are carried out, construction employment will be considerably higher this summer than last. Total planned



# CLASSIFICATION OF LABOUR MARKET AREAS—APRIL 1, 1958

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Calgary Edmonton Hamilton Montreal Quebec-Levis St. John's Toronto Vancouver- New Westminster Windsor Winnipeg	Ottawa-Hull		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	Brantford Corner Brook Cornwall Farnham-Granby Ft. William-Pt. Arthur Guelph Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Sudbury Sydney Timmins-Kirkland Lake Trois Rivieres	Halifax Kingston Kitchener London Victoria		
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Chatham Lethbridge North Battleford Prince Albert Red Deer Riviere du Loup Thetford-Megantic- St. Georges Yorkton	Barrie Brandon Moose Jaw Regina Saskatoon		
<b>MINOR AREAS</b> (labour force 10,000-25,000)	Bathurst Beauharnois Belleville- Trenton Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek DRUMHELLER ← Drummondville Edmundston Fredericton Gaspé Grand Falls Kamloops Kentville Lachute-St. Therese Lindsay Medicine Hat Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie Prince George Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Hyacinthe ST. JEAN ←	Brampton Galt Goderich Listowel St. Thomas Stratford Walkerton  GROUP 1 Cont'd St. Stephen Sault Ste. Marie Simcoe Sorel Summerside Swift Current Trail-Nelson Truro Valleyfield Victoriaville Weyburn Woodstock, N.B. Woodstock- Ingersoll Yarmouth		

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

investment in new construction in this region for 1958 was estimated at \$342 million, representing an increase of 15 per cent over last year. The main stimulus this year will come from increased institutional and government building programs. The full impact of this rise in construction expenditures will probably not be felt until the second half of the year, however, since many of the larger projects are still in the planning stage. This is particularly true of municipal and provincial works projects. Housebuilding, on the other hand, is expected to show substantial gains during the next few months, marking a continuation of the rise in the trend of recent months. Currently, activity in this sector of construction is supported by a substantial carry-over of work initiated during the latter part of 1957.

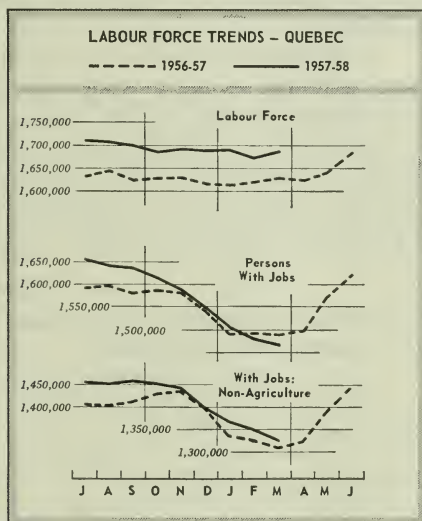
There were no changes in area classifications during the month. All but one of the 21 areas were in the substantial surplus category at April 1, the other being in the moderate surplus category. At the same date last year, 18 were in the substantial and three in the moderate surplus category.

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 1. Total employment showed very little change in this area during March. Construction showed some strengthening, particularly during the latter half of the month, but the gains of this industry were largely offset by layoffs in forestry.

### QUEBEC

WHILE employment fell slightly more than seasonally in the Quebec region during March, the rapid rate of decline of the first two months of the year was arrested. At March 22, the number of persons with jobs in the region was estimated at 1,466,000, some 12,000 less than last month and some 24,000 less than a year ago. Farm employment accounted for all of the year-to-year decline. This was the second consecutive month in which employment was lower than a year before. The labour force increased somewhat more than seasonally during the month and at March 22, was some 58,000 higher than a year earlier. The reduction in the number of available jobs, particularly in non-farm industries,



combined with the considerable increase in the labour force resulted in a sharp increase in the number of persons without jobs and seeking work. By March 22, this figure had risen to 221,000, an increase of 82,000 over the year before. The "seeking work" figure this year represented 13.1 per cent of the labour force, compared to 11.1 per cent a year ago.

Employment in agriculture rose during the month as farmers and their families worked harvesting maple syrup. However, agricultural employment was still considerably lower than last year.

Employment decreases were registered during the month in seasonal industries—forestry, transportation, and the services; the level of employment

in non-agricultural industries, however, remained above that of last year. Hauling of pulpwood was completed by the end of the month; activity in the woods was at a standstill before the start of driving operations. About 60 per cent fewer men were working in the woods than last year: at the winter peak, reached more than a month earlier than usual in 1957, there were some 30,000 men in the woods, nearly 10,000 fewer than at the peak period of activity in 1956. Preliminary figures show that the total amount of pulpwood cut this season was down 25 per cent from last year. Lumber production was also lower.

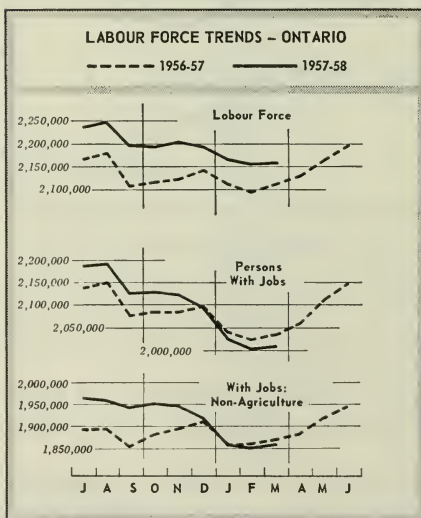
Since April 1957, employment in manufacturing has registered a non-seasonal decline, falling nearly 5 per cent in just under a year. All major industries, except transportation equipment and chemicals, declined slightly. Employment in the manufacture of iron and steel products, wood products and newsprint, though remaining lower than last year showed no appreciable change during the month; layoffs were of a seasonal nature only. Employment in the manufacture of boots and shoes and women's clothing rose seasonally. Employment in these industries and in the manufacture of textiles, however, was still nearly 10 per cent lower than in March 1957 and 1956.

Work was expected to begin shortly on a number of construction projects and a good season was envisaged. Residential construction in the first months of 1958 was well above 1957 and 1956 levels and largely offset the decline in industrial and commercial building which has been in progress since the latter part of 1957. While industries allied to the construction industry were still operating at a seasonal low, most firms expected a substantial upturn in April.

Employment remained strong in the manufacture of transportation equipment although a fall in contracts awarded in the aircraft industry resulted in continued layoffs in Montreal.

Only one of the 24 labour market areas in the region was reclassified during the month (St. Jean, minor, reclassified from Group 2 to Group 1). At April 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus 24 (20), in moderate surplus, 0 (4).

## ONTARIO



THE seasonal upturn in economic activity in Ontario began during March, at about the same time as last year. The number of persons with jobs at March 22 was estimated at 2,010,000, about 7,000 more than in the previous month but 24,000 fewer than in the previous year. The month-to-month increase occurred entirely in the non-agricultural industries, whereas agricultural employment declined slightly. The number of persons without jobs and seeking work showed no appreciable change during the month but remained much higher than a year earlier.

This past winter differed from the preceding one in that employment began to decline earlier and fell more sharply.

Between September 1957 and March 1958 it dropped by 5.5 per cent, compared with a decrease of 2.1 per cent during the corresponding period a year earlier. The more-than-seasonal decline in employment since last fall was caused primarily by declines in new investment projects and motor vehicle sales. A number of industries had already shown weaknesses in the early part of the year, but the impact on total employment was not apparent until the third quarter, when much of the effect of the extensive investment program of 1956 had disappeared. For 1957 as a whole, total employment decline was kept to moderate proportions by a marked expansion of the service and distribution industries.

Construction employment fell by almost 25 per cent between September 1957 and February 1958, whereas in the same period a year earlier the decline was only 15 per cent. Only non-residential construction declined, reflecting reduced industrial expansion; housebuilding activity began to increase in the third quarter of 1957 and was higher than the previous year throughout the winter. The net effect of these opposing movements was a level of construction employment only slightly higher than a year before. The slackening in construction combined with reduced exports adversely affected employment in forestry and in the wood products and iron and steel industries.

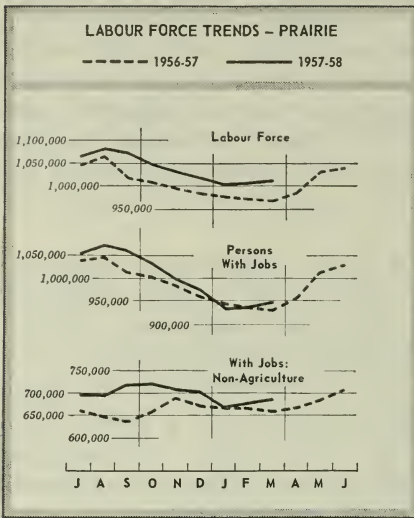
Reduced demand for lumber from the construction industry, which coincided with a considerable decline in the export of pulp and paper products, was reflected in a sharp drop in forestry employment during the winter; by February employment in pulpwood logging had dropped by almost one-third from its September peak and was about 30 per cent lower than in February 1957.

Activity in the manufacturing industries, which employ more than half of Ontario's industrial labour, declined more than seasonally during the past winter; total manufacturing employment at the beginning of February was 7.2 per cent lower than a year earlier. The decline in manufacturing employment was largely due to a drop in consumer durables. Motor vehicle production for example, for 1957 as a whole was 13 per cent lower than a year earlier; in the early months of 1958 production continued at a relatively low level. Since the motor vehicle industry is a large consumer of iron and steel and a great variety of other materials, the drop in automobile production affected output and employment in a number of industries throughout the region.

The recent increase in employment was mainly due to resumed construction activity, particularly in the residential sector, as a result of which the iron and steel industry recalled part of its staff. The farm implements industry continued to operate at the increased level of the past few months but the motor vehicle industry showed little basic improvement during the month. Production of motor vehicles was slightly higher than in the previous month, but remained much lower than in 1957. The same applies to the industries producing automotive parts and accessories. Employment in forestry showed a slight seasonal decline. The other major industries recorded little change during the month.

None of the labour market areas in the region were reclassified during the month. At April 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 22 (7); in moderate surplus, 12 (24); in balance, 0 (3).

## PRAIRIE



EMPLOYMENT in the Prairie region rose during the month. At March 22, persons with jobs were estimated at 946,000, a record for this time of year. Unemployment declined slightly during the month but was also at a record level for this time of year. Seasonal factors were mainly responsible for this rise in employment as losses in forestry, mining and transportation industries were more than offset by gains in other industries.

During the past six months economic activity has slowed down in the Prairie provinces but less markedly than in other regions. Employment continued to increase in the fourth quarter of 1957, though more moderately than in the

earlier part of the year. It dipped below the level of the previous year at the beginning of 1958 but recovered in March.

The levelling-off in industrial activity was largely the result of a downturn in construction. Employment has been declining gradually in this industry since the middle of 1957 and by the end of the year was some 11 per cent lower than in 1956. The main reason for this decline was the completion of major construction projects, such as oil and gas pipelines. The upturn in residential construction which occurred in the second half of 1957 was not enough to prevent total construction employment from declining. However, the declining trend was reversed in the first two months of 1958. Residential construction continued to increase and contributed mainly to the improvement. Prospects for the coming year appear bright. Total planned investment for new construction is estimated to be 8 per cent higher in 1958 than last year. Gas pipelines will be extended, and other major construction projects, such as the Moak Lake development, will be continued.

Employment in the transportation industry showed strength during the third quarter of 1957 with employment about 3.5 per cent higher than in 1956. It declined in the fourth quarter, however, as a result of smaller grain and coal shipments, and continued to be lower in the first two months of 1958 than 1957, although the gap narrowed markedly.

Total manufacturing employment was some 2.8 per cent higher in the second half of 1957 than 1956, though there was a weakening towards the end of the year. Gains in food and beverages, printing and publishing and, to a lesser degree, in transportation equipment more than offset losses in the iron and steel and building material industries. The downward trend continued in the first part of 1958. Weaknesses in the manufacture of iron and steel and building material products and sharp decrease in aircraft and railway maintenance were the main contributing factors. In March manufacturing employment showed seasonal gains, in part due to the pick-up in secondary textiles.



Employment in trade, finance and service industries continued rising in January and February.

One of the 20 labour market areas was reclassified during the month from the moderate surplus to the substantial surplus category. At April 1, the area classification was as follows (last year's figures in brackets): in substantial surplus 16 (4); in moderate surplus 4 (16).

### Local Area Developments

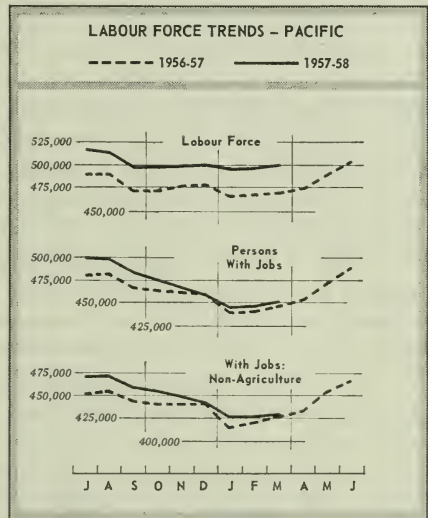
**Calgary, Edmonton, Winnipeg** (metropolitan) remained in Group 1. There was little change in the employment situation in these areas. Seasonal gains in manufacturing and construction more than offset losses in other industries.

**Fort William-Port Arthur** (major industrial) remained in Group 1. Unemployment rose markedly largely as a result of further seasonal declines in forestry activities. There were layoffs in iron ore and base metal mines. Transportation employment remained unchanged; manufacturing employment increased during the month as nearly all workers previously laid off by the Canadian Car and Foundry Co. Ltd., Fort William and the Port Arthur Shipbuilding Co. Ltd., were recalled.

### PACIFIC

EMPLOYMENT continued to rise seasonally in the Pacific region, although the upturn was hampered by layoffs in the electrical and industrial disputes in the mining and construction trades. Employment at mid-March was 450,000, about 5,000 higher than in February and 4,000 higher than March 1956. At the end of the month the seasonal decline in unemployment was well under way. A number of logging camps were reopened during the month but because of the high level of log inventories the recall of workers was slow and logging employment was still considerably lower than last year. During the month, however, higher production in sawmills, plywood plants and pulp and paper mills resulted in an increase in employment. Construction activity was disrupted by a strike of 2,350 electricians and construction workers, which stopped work on a number of large projects; the total volume of construction work planned, however, has shown an encouraging rise in recent months. Further reduction in mining employment resulted from the closure of the Britannia Mine; some 500 employees were released during the period.

The seasonal upturn in March marks a change from the winter months during which the general level of activity dropped more sharply than it has for several years. The rate of employment growth which was close to 5 per cent in 1955 and 1956, dropped to 2.4 per cent for 1957 and to less than 1 per cent in the first quarter of 1958.



This reduced rate of employment expansion occurred during a period of very rapid growth in available manpower. The regional labour force in 1957 was 4.7 per cent higher than in 1956, a greater increase than in any other region and the highest rate for the Pacific region since 1947. In March the labour force was 6.2 per cent greater than a year ago, almost double the national increase.

Unemployment in the region showed a year-to-year increase of more than 50 per cent from most of 1957 and the spring of 1958. Seasonal decreases began in March but were retarded by industrial disputes in the construction industry.

A reduced demand for lumber, plywood and newsprint was reflected in a steady fall in logging and lumbering employment from 1957. The decline was accentuated at the year's end by a major strike in the pulp and paper industry which was not settled until the end of January. In March, pulp and paper mills were back in operation and, because of the rising level of housebuilding in Canada and the United States, lumber products increased more than seasonally. As yet, however, the upturn in logging has been moderate.

Mining employment declined through 1957 and the beginning of this year. The main drop was in the base metal sector, where declining prices of copper, lead and zinc forced several mines to close. At the beginning of February, total employment in the industry was down 11 per cent from a year earlier, and the closure of the Britannia Mine has since been announced.

Declining demand for base metals, lumber and other building materials has had a weakening effect on manufacturing. After allowing for strikes and seasonal changes, employment at the first of February was down close to 7 per cent from the previous July. Part of the weakness was in sawmilling and shipbuilding although re-hiring in both of these industries was reported. In the manufacture of non-ferrous metal products employment rose steadily through most of last year, increased production at Kitimat being a major contributing factor. However, weakness in the world demand for aluminum resulted in a sizeable decline during the winter months. Declining activity in shipbuilding, sawmilling and non-residential construction resulted in a sharp employment drop in the manufacture of iron and steel products.

As in other regions housing construction made a sharp recovery in the last quarter of 1957, and this trend has continued into 1958. Non-residential construction, on the other hand, declined steeply in the latter part of 1957 as a result of the completion of a number of engineering and industrial projects. Several new projects were begun in the first two months of this year, but total construction for the year as a whole is expected to be lower than last year.

Unemployment in March was substantially higher than last year in all local areas. At April 1, the classification of the 10 labour market areas in the region was as follows (last year's figures in brackets): in substantial surplus, 9 (7); in moderate surplus, 1 (3).

# NOTES OF CURRENT INTEREST

## **Gordon Cushing Named Asst. Deputy Minister**

Gordon G. Cushing, Executive Vice President of the Canadian Labour Congress, has been appointed an Assistant Deputy Minister of Labour, effective May 1. He will succeed M. M. Maclean, who is to retire on April 30.

Born in Calgary in 1915, Mr. Cushing has lived in Ottawa since November 1945, when he became Secretary-Treasurer of the Trades and Labour Congress. At the merger convention of the TLC and the CCL in May 1956, he was elected Executive Vice President of the CLC.

Mr. Cushing has been active in the labour movement since 1938, when he helped found and became a charter member of Local 124, International Union of Brewery and Soft Drink Workers, Calgary.

Since coming to Ottawa, he has served on a number of federal government committees representing Labour, including the Unemployment Insurance Advisory Committee, the Vocational Training Advisory Council, the National Advisory Committee on Rehabilitation of Disabled Persons and the National Research Council.



**Gordon Cushing**

## **Federal, Ontario Govts. Sign Hospital Agreement**

The first formal Hospital Insurance Agreement with the federal Government was signed March 3 with the Government of Ontario. Hon. J. Waldo Monteith, Minister of National Health and Welfare, represented the federal Government and Hon. Leslie M. Frost, Premier of Ontario, signed for the province.

Under the agreement, the provincial Government will operate a comprehensive hospital insurance program, available to all residents of Ontario. Costs of the program will be shared, under the Hospital Insurance and Diagnostic Services Act of 1957, between federal and provincial Governments.

The Agreement consists of several parts, the first of which contains the basic contractual arrangements between the two governments. This part of the Agreement is more or less standard and will be in the same form for all provinces. Attached to this are a number of schedules, prescribed in the Act, relating to the Ontario program specifically. These schedules will differ from province to province, since the Act permits variations in provincial plans provided they meet the basic provisions contained in the federal legislation.

Under the Agreement, Ontario residents who enter the program will be covered for a wide range of in-patient benefits, including accommodation and meals at standard ward level; necessary nursing services; laboratory, radiological and other diagnostic services; drugs, biologicals and related preparations; use of operating room, case room and anaesthetic facilities; surgical supplies; and radiotherapy and physiotherapy facilities. The Ontario agreement also provides for out-patient services for accident cases on an emergency basis.

It is expected that the Ontario program will begin to provide benefits on January 1, 1959. It will be administered in Ontario by the Ontario Hospital Services Commission.

### **Hospital Insurance in Manitoba**

Manitoba's hospital insurance plan became law April 9 when Bill 92 received Royal Assent. The plan is expected to come into effect July 1.

## **U.S. Unemployment Rises To Postwar Record**

Unemployment in the United States rose during February to a postwar record of 5,173,000, the highest figure since 1941, the Departments of Labour and Commerce announced recently. The increase during the month was nearly 700,000, although unemployment does not usually rise at that time of the year.

After making adjustment for seasonal influences, the February figure amounted to 6.7 per cent of the labour force, a percentage which had previously been equalled only in the 1949 recession.

During the 1953-54 recession the figure reached about 6 per cent.

The report showed that the seat of the increase in unemployment was in the manufacture of durable goods, although there was also some decline in construction work, largely because of bad weather. The total number employed dropped to 61,988,000, which was 250,000 fewer than in January and 1,200,000 fewer than in February 1957. The number of unemployed thus rose by more than the drop in the number of employed persons. This was due to an increase in the labour force.

The total number of unemployed persons in "insured employment" in the first week of March was 3,282,400, which was 14,400 more than the week before. The increase, however, was much smaller than in other recent weeks. The total was 7.9 per cent of the force of about 42,000,000 workers covered by the unemployment compensation system. The previous record was 7.3 per cent of the smaller force covered in January 1950.

At about the same time as the unemployment figures were issued the Administration announced plans designed both to combat the recession and to mitigate its effects. The main measure contained in the program, which was outlined in a letter from President Eisenhower to Senator William Knowland and Joseph Martin, Republican Minority leader in the House of Representatives, was a decision to use federal funds to "extend for a brief period" unemployment compensation benefits for workers who had exhausted their benefits, or would soon do so. This measure, it was indicated, would provide for an extension to 39 weeks, compared with the 26 weeks or less which are provided by most state laws.

Other measures in the President's program would involve new spending of about \$400,000,000, earlier spending of about \$200,000,000 already arranged for, and placing of new contracts for highways this

year of about \$600,000,000. All of these expenditures would occur mainly in 1958, but partly in 1959.

It was understood that the Administration had decided that, if further measures were necessary, a large tax reduction would be preferred to a public works program. The President said in his letter that he was "concerned over the sudden upsurge of pump-priming schemes, such as the setting up of huge federal bureaucracies of the PWA (Public Works Administration) or WPA (Works Projects Administration) type."

The President further promised to use "other programs and measures as circumstances may require". He has released \$200,000,000 for the purchase of mortgages of up to \$10,000 insured by the Federal Housing Administration, with the object of spurring construction of low-cost housing.

At the time the latest unemployment figures were being issued, the AFL-CIO was holding, in Washington, a "National Economic and Legislative Conference". Some fifteen hundred delegates from unions in all industries and every part of the United States attended.

At the conclusion of the three-day conference, a group of eight AFL-CIO leaders called on President Eisenhower and left with him a memorandum pointing out that all major economic indicators were moving downwards. "No important indicator holds out hope for an upturn in the next month," the memorandum stated.

The conference proposed:

—An immediate tax cut.

—Immediate adoption of improved federal standards of unemployment insurance that would increase the duration of benefits and improve the benefit structure itself.

—Increases in defence spending.

—A broad program of public works.

—Increases in social security benefits and in the minimum wage.

## **Proposes Extension of U.S. Jobless Benefits**

Legislation to extend by 50 per cent the duration of unemployment benefits was proposed by President Eisenhower March 25 in a special message to the United States Congress. The President called the program a temporary one.

Some 2,000,000 unemployed who are expected to have exhausted their state benefit rights would be eligible for the new payments.

The payments would cover a period half as long again as that now provided in each state's program. Thus, in states that pay benefits for 26 weeks, the worker who has

exhausted his state benefits would be eligible to collect for another 13 weeks, if he were out of work that long.

The proposed program would be effective until April 1 next year.

### **Ontario Works Program To Provide 235,000 Jobs**

A works program to give jobs to some 235,000 residents of Ontario at a cost of nearly \$1,000,000,000 was set in motion last month with the introduction of the 1958-59 budget in the provincial Legislature.

The Government expects the program to provide on-site and off-site employment. In the previous fiscal period, the Government spent some \$875,000,000, which it estimates provides jobs for 215,000 persons.

The expenditure for 1958-59 will be \$255,000,000 more than was spent three years ago.

### **2,350 Given Employment By Ont. Municipal Works**

By mid-March, work had been provided for 2,346 persons in Ontario municipalities participating in the provincial Government's winter unemployment program, for which a sum of \$5,000,000 was provided (L.G., March, p. 245).

Projects worth \$1,859,000 were being undertaken by 76 municipalities that agreed to take part in the program.

In addition to these employed on municipal projects, there were another 5,000 persons working on provincial jobs having to do with forest access roads and provincial parks.

The program was meant to help those who were not drawing unemployment insurance.

### **Some Places Still Report Skilled Worker Shortage**

Shortages of some kinds of skilled and professional workers continue to exist in some parts of Canada, according to monthly summaries of employment conditions prepared by regional offices of the National Employment Service.

Requests from government departments in Winnipeg for professional or highly skilled technical persons have been hard to fill, and the supply of instrument men and civil engineers is not meeting the demand.

Experienced radar mechanics are being sought to work in Northern Canada and there is still a shortage of registered nurses to work in rural hospitals in the West.

A shortage of seamstresses and assemblers has forced some manufacturers of bags and canvas goods in Calgary to institute training programs for inexperienced workers.

And in Winnipeg and Edmonton, special pipeline welding courses have been established to meet some of the anticipated demand this spring.

In the Prairie region, however, skilled construction workers and labourers registered for employment in March represented about 30 per cent of the total of all those seeking work in the region.

Contrary to the prevailing situation elsewhere, there was a slight surplus of registered nurses in Brandon.

### **Dept. Again Sponsoring Trades Teachers' Course**

For the fourth consecutive year the Canadian Vocational Training Branch of the federal Department of Labour is sponsoring a teacher training program.

The course, for teachers of trade subjects, will begin June 23 and end August 1. It will be conducted under auspices of the University of Toronto, in their buildings.

Prof. R. D. Phillips, Director of Vocational Teacher Education, will head the staff for the training course. No fees are required of any candidate.

Further particulars about the course are available from S. R. Ross, Supervisor of Trade Training, Canadian Vocational Training Branch, Department of Labour, Ottawa 4.

### **Canadian Labour Income Sets Record in 1957**

Canadian labour income reached a record total of \$15,348,000,000 in 1957, the Dominion Bureau of Statistics has estimated.

This was an increase of 7.4 per cent over the preceding year's \$14,284,000,000.

The December 1957 total was \$1,288,000,000, down from November's \$1,316,000,000 but up from the \$1,248,000,000 in December 1956. The November to December decline was a continuation of the trend evident in the preceding two or three months.

Income increases occurred in all five major groups in the full year but the reverse was true in the November-December comparison: all groups displayed decreases.

Labour income by major groups in 1957 (1956 totals in parentheses): agriculture, forestry, fishing, trapping, mining, \$1,081,000,000 (\$1,049,000,000); manufacturing, \$4,764,000,000 (\$4,545,000,000); construction, \$1,156,000,000 (\$1,114,000,000); utilities, transportation, communication, storage and trade, \$4,022,000,000 (\$3,685,000,000); finance, services, including government, \$3,792,000,000 (\$3,394,000,000); supplementary labour income, \$533,000,000 (\$497,000,000).

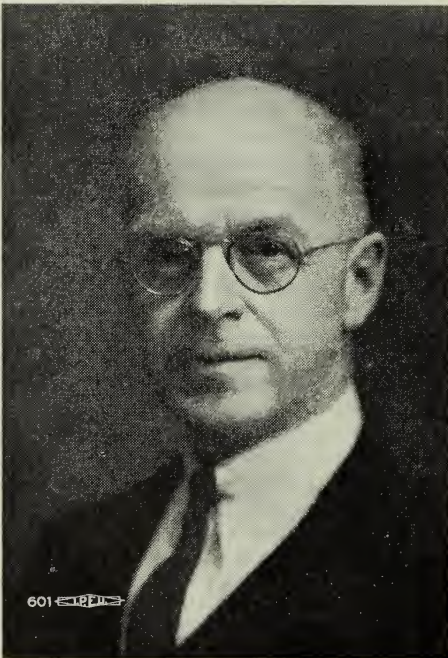
## **H. Hudson, Rehabilitation Official, Has Retired**

Harold C. "Harry" Hudson, for 45 years a federal Civil Servant, and a pioneer in the formation of the International Association of Personnel in Employment Security, retired from his post of Assistant Co-ordinator of Civilian Rehabilitation, Department of Labour, on February 13.

Mr. Hudson's career in the public service began in 1913, when he entered the federal Civil Service on a historical scholarship. Following a period with the Dominion Public Archives and in the office of the Auditor General, he was appointed general superintendent of employment offices in the province of Ontario in 1917.

With the establishment of the National Employment Service of the Unemployment Insurance Commission, he became head of the Special Placements Division, and, as such, played a leading role in establishing placement services for Canada's disabled, and contributed to the planning which resulted in the federal-provincial program of civilian rehabilitation. When the Civilian Rehabilitation Branch was formed in 1952 he was appointed Assistant Co-ordinator.

Mr. Hudson served as the 10th President of IAPES, for two terms, from 1929 to 1931 inclusive.



**H. C. "Harry" Hudson**

## **Labour Bills Introduced In Provincial Legislatures**

Legislation to provide for a new plan of administration of the province's anti-discrimination law was adopted at the 1958 session of the Ontario Legislature. A bill to establish annual paid vacations has been introduced in Nova Scotia, and a number of labour acts are being amended in New Brunswick, Manitoba and Saskatchewan.

At the end of March, six provincial Legislatures were still in session; those of Newfoundland, Quebec, Ontario and British Columbia had prorogued.

### **Nova Scotia**

The bill to provide for vacations with pay introduced in the Nova Scotia Legislature will, if passed, for the first time require employers in the province to give their employees an annual vacation with pay of at least a week. Only independent contractors, domestic servants and persons employed in farming, lumbering and commercial fishing are excluded. A vacation stamp system is provided for workers in the construction industry who are not employed regularly by one employer.

Amendments have been introduced to the Steam Boiler, Pressure Vessel and Refrigeration Plant Inspection Act to authorize the making of regulations respecting welding procedures and the qualifications of welders, and to permit the adoption, as regulations, of codes or standards prepared and recommended by technical associations.

A bill has also been introduced to include in the Apprenticeship Act provisions relating to the issue of certificates of qualification of tradesmen similar to those contained in the Tradesmen's Qualifications Act, which is to be repealed. The Governor in Council will be empowered to make regulations requiring all persons in a designated trade, except apprentices, to have current certificates of qualification.

### **Ontario**

An act was passed to provide for the setting up of the Ontario Anti-Discrimination Commission to develop and conduct a program of publicity and education designed to aid in overcoming discriminatory practices in the province. The Commission, which is to be composed of three or more members, is to integrate and improve the administration of the Fair Employment Practices Act, the Equal Pay Act and the Fair Accommodation Practices Act.

An amendment to the Workmen's Compensation Act, affecting benefits in fatal accident cases, raised the lump sum payable to the widow immediately on the death

of the workman from \$200 to \$300. The allowance for burial expenses was also increased from \$200 to \$300.

Minor amendments were made to the Labour Relations Act which the Minister of Labour on second reading of the Bill described as "designed to provide greater stability in industry by giving greater protection to long-term agreements". The changes affect collective agreements made for a period longer than one year.

The Select Committee on Labour Relations which was appointed on March 27, 1957 "to examine into and report regarding the operation and administration of the Labour Relations Act in all its aspects" is still continuing with its investigation. In its interim report, presented to the Legislature on March 25, the Committee stated that 70 briefs from employers, employees, organizations and individuals had been presented, containing more than 500 recommendations for amendments to the Act.

In the field of industrial safety, amendments to the Trench Excavators Protection Act, passed in 1954, set out in greater detail the duty of the owner or contractor to have a trench inspected. At least once in each eight-hour period as long as any person is working in or near the trench it must be inspected.

### **New Brunswick**

Amendments were introduced to the New Brunswick Workmen's Compensation Act to increase the percentage of earnings on which compensation may be based from 70 to 75.

The bill proposes to raise the monthly payments to all widows in receipt of compensation and to children living with a parent to the current rates of \$50 and \$12 respectively. The money for these increases is to come from the Consolidated Revenue Fund rather than the Accident Fund.

The amendment will also authorize accident prevention regulations for the construction, demolition and excavation industries and related work. It is also proposed to increase the Workmen's Compensation Board's annual allotment for rehabilitation work from \$15,000 to \$50,000.

By an amendment to the special legislation passed in 1955, an increase from \$40 to \$50 a month is proposed from June 1, 1958 for a workman who contracted silicosis prior to June 1, 1948, and who has consequently been unable to continue his ordinary occupation or to the widow of a workman who has died from silicosis contracted in the province before that date. Workmen who have contracted silicosis since June 1, 1948 are covered by the Workmen's Compensation Act.

Another government bill proposes to amend the vacation with pay legislation passed in 1954 to provide for one week's holiday with pay for workers in mining and construction to cover also the industry of processing, packing or canning of fish, vegetables or fruit in a place of employment other than a potato warehouse.

### **Saskatchewan**

A Government Bill proposes to amend the Saskatchewan Trade Union Act to provide for the appointment of three alternate members to the Labour Relations Board representative of organized employees, employers and the general public. An alternate member will act as a member of the Board in place of a member similarly representative who for any reason is unable to act.

### **Manitoba**

An interim report recommending increases in the widows' and children's allowances was presented to the Manitoba Legislature on March 15 by Hon. W. F. A. Turgeon, the Judicial Commissioner appointed on September 11, 1957 to inquire into all aspects of the Workmen's Compensation Act. The Minister of Labour announced to the Legislature that the Government intends to introduce a bill to carry out the interim recommendations.

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### **Ont. Select Committee To Be Reconstituted**

The Select Committee of the Ontario Legislature on Labour Relations is to be reconstituted to continue its investigations during the next year, Premier Frost announced March 26. The committee had been appointed a year earlier (L.G., May 1957, p. 550).

The committee is to continue under the chairmanship of James Maloney (MLA, Renfrew South). Membership will remain the same except George Wardrope (MLA, Port Arthur) will replace Provincial Mines Minister J. W. Spooner.

In its interim report the committee said there were 18 briefs to be heard yet, 15 to be completed and that it intended to study labour legislation in other jurisdictions.

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During February, 1,472 claims were filed under the Government Employees Compensation Act, compared with 1,425 in February 1957. The latest figure includes 42 claims by employees of Eldorado Mining and Refining Limited, who until this year came under the Saskatchewan Workmen's Compensation Board.

## **26th Vocational Training Advisory Council Meeting**

Considerable time was devoted at the 26th meeting of the Canadian Vocational Training Advisory Committee to study of a preliminary report on vocational training facilities prepared by the Department of Labour.

The meeting was under the chairmanship of Dr. G. Fred McNally, former Chancellor of the University of Alberta, and delegates were welcomed by Arthur H. Brown, Deputy Minister of Labour.

### **Recommended in 1956**

The research program on training facilities in Canada was undertaken by the Department following a recommendation of the Advisory Council, made at a meeting in 1956.

The Council made the recommendation because it felt there was a need for a broad study of training requirements and facilities available, in view of the rapidly changing developments in many industries, and their needs for more and new types of workers.

The study, to date, indicates that existing and new programs for training technicians and other groups of skilled manpower should be made effective as possible in order to meet the growing requirements and also ease shortages of professional personnel.

It is also indicated in the study that more skilled workers are necessary to the continuing development of Canadian industries and resources, and that acquisition of appropriate manpower skills is vital to defence preparedness.

The Council, after hearing the report, indicated that it thought that apprenticeship, which embraces both classroom and training on the job, is still the most effective means of producing skilled craftsmen.

Bursaries for students, training and classification of technicians, special training classes for the unemployed, correspondence courses and training for older workers were also discussed by the Council.

### **Should Double Number of Construction Apprentices**

Canada's apprenticeship training program for the construction trades should be at least double its present size, Harold J. Ball, Canadian Construction Association President, told members of the Kitchener-Waterloo Builders' Exchange recently.

Mr. Ball noted that only 25,000 to 30,000 apprentices are registered in the industry, while there are 600,000 on-site construction workers employed on projects in Canada.

"The construction industry's costs," said Mr. Ball, "are in large measure dependent upon the training of adequate numbers of individuals in properly balanced programs, combining job-site and school instruction.

"Employers, therefore, have the responsibility of providing opportunities for job-site training. More contractors should take on apprentices than are currently doing so. Unions should administer their journeyman-apprentice ratios on a regional rather than individual contractor, job or shop basis.

"Provincial Governments should give serious consideration to the introduction of pre-employment training courses and of certification of tradesmen where this has not already taken place."

Mr. Ball found that even the influx of large numbers of construction tradesmen of varying skills through immigration, combined with the present organized training program, has not provided sufficient persons to meet the industry's demands.

### **Too Few Apprentices, U.K. Committee Warns**

Insufficient apprentices are being trained at present to meet the future requirements of industry, a Government-appointed committee in Britain has warned. The committee, comprising representatives of employers, trade unions and nationalized industry boards, was a subcommittee of the National Joint Advisory Council to the Minister of Labour.

In its report, the committee asserts that existing facilities for apprenticeship training are inadequate in quantity, and often in quality, and warns that unless industry steps up the number of recruits to apprenticeships and improves their training the nation will suffer.

### **Some Cures Suggested**

Some cures for the situation are suggested in the report, which urges that detailed syllabuses on trades might be more widely considered, and that apprentices be equipped to meet technical changes by learning a broader range of skill than in the past.

Skilled workers who have to instruct apprentices should be taught how to teach effectively, the report notes; some periods of apprenticeship might be shortened, others might be tailored to cover more ground; training for work other than skilled crafts should be developed and extended, especially in industries employing a high proportion of semi-skilled workers.

Girls should not be discouraged from undertaking craft apprenticeships, and some crafts might be made more accessible to them.



The report also proposes that a national apprenticeship council be set up to follow up the recommendations, and to collect and disseminate information about the aspects of training that are common to more than one industry.

Further urgency in dealing with the problem, says the report, is prompted by the fact that the number of 15-year-old school-leavers in Britain is rising steadily. This year it is estimated the number will be 712,000 boys and girls, a figure which in four years' time will be 929,000—a rise of half as much again since 1956. To the committee these represent “an additional supply of potential skill that we must not allow to be wasted”.

The British Employers' Confederation and the Trades Union Conference are studying the report with a view to taking appropriate action on it.

### **May Repeat Course for Chemical Technicians**

A five-month night school course for chemical technicians conducted at Cornwall, Ont., during the past winter may be repeated next winter. Of the 32 students who enrolled in the first course, 22 completed the whole course.

Plans are also being made to conduct a more advanced course for those who completed last winter's course.

#### **Serious Shortage**

The course was established by the Cornwall branch of the Chemical Institute of Canada to help meet a serious shortage of chemical technicians there. Two chemists on the staff of local firms served as instructors.

Instruction was given one night a week, and although half of those taking the course were employed on shift work, certificates attesting attendance at 75 per cent or more of the classes were presented to 12 students.

The students ranged from recent high school graduates to some who had been out of school for 10 years or more. All were high school graduates.

Although accredited certificates were not given and examinations were not written, both instructors agreed that the course had given those who attended “a broader knowledge” of their subject. The course gave a prominent place to actual laboratory practice, not more than three quarters of an hour each night being devoted to a lecture.

Both instructors hope that in time the course will develop into one similar to that taught at Ryerson Institute of Technology in Toronto.

### **Form Ontario Federation Of Building Trades Unions**

The Ontario Provincial Federation of Building Trades Unions and Councils was founded at a convention in Toronto at the end of March. The group is chartered by the Building Trades Department of the AFL-CIO.

Delegates from 18 international unions and 12 building trades councils who attended the founding convention approved a constitution for the federation and elected a temporary executive to plan a general convention to be held this fall.

Members elected to the executive were: M. H. (Mike) Nicols, chairman; Albert Hull, secretary; Ken Potter, Len Richardson, Bert Campbell, Dan Lewis, Reg. Lang, Charles Anderson and Carson Bygrove, steering committee.

### **Mine, Mill Union in Sask. Submits Brief to Govt.**

Fairer treatment under the labour laws and recognition of miners as tradesmen were requested in a brief submitted last month to the Government of Saskatchewan by representatives of the Western District, International Union of Mine, Mill and Smelters Workers (ind.).

The brief urged that miners be certified as tradesmen, a move that the brief said will make for greater safety provisions in the mines. It also requested that an order in council which prevents miners from getting compensation for overtime work be rescinded.

The union also asked for changes in the Mines Act that would prevent miners' being asked to work alone.

### **Labour Councils Merge In Montreal, Ottawa**

Two more CLC central labour councils were formed by mergers last month.

In Montreal, the Montreal Trades and Labour Council (formerly TLC) and the Montreal Labour Council (formerly CCL) joined under the title, Montreal Labour Council (CLC).

In Ottawa, the Ottawa and District Trades and Labour Council amalgamated with the Ottawa, Hull and District Labour Council to form the Ottawa and District Labour Council (CLC).

Proper posture at your desk, or when walking, will avert fatigue. Standing correctly when lifting heavy objects can help to prevent strain.

## **5,000 Skilled Canadians**

### **Move to U.S. Annually**

Professional, technical and kindred workers made up about 6.4 per cent of the total of 938,026 immigrants who entered the United States during the fiscal years 1953 to 1956 inclusive, according to a report issued recently by the National Science Foundation.

(In Canada, immigrants occupying professional positions account for slightly less than 9 per cent of the total registrations in the Scientific and Technical Personnel Register maintained by the Department's Economics and Research Branch, it was reported in Professional Manpower Bulletin No. 2, *Immigrants in Scientific and Technical Professions in Canada*, published last fall.)

During the period, the number of professional and technical immigrants to the U.S. rose from 13,000 to 19,000 annually, although in proportion to the total number of immigrants their numbers fell from almost 8 per cent in 1953 to 6 per cent in 1956.

Almost 26,000 of the 59,704 professional, technical and kindred workers reported a European country as their last permanent place of residence, the largest percentage coming from Germany and the United Kingdom.

Canada, however, furnished a larger number of professional immigrants than any single European country. Between 3,500 and 5,000 Canadians, or 25 to 30 per cent of the total, went to the United States annually.

### **OFL's Annual Brief Urges Anti-recession Measures**

In a submission to the Ontario Cabinet during this year's session of the Legislature, the Ontario Federation of Labour (CLC) urged the Government to take measures to counteract the economic recession by a program of public works, and by expansion of welfare services as a means of increasing the purchasing power of consumers. It also asked that direct welfare services be improved "to relieve personal hardship until sufficient jobs are available".

The brief referred to the views on the present Labour Relations Act and its administration, and the suggestions for its improvement, which the Federation had put before the Select Committee on Labour Relations. It expressed the hope that the Committee's "eventual report will clear up many existing misconceptions concerning Labour's objectives and rights, and help achieve some much-needed renovation of

the present Act". It also asked the Government to provide for annual review of the Labour Relations Act by establishing a Standing Committee on Labour.

The "indiscriminate use of injunctions in labour disputes" was protested by the Federation. "Far from preserving the *status quo*, which is the intention of a temporary injunction, it imposes a penalty on the employees; and the penalty is imposed on the assertions of only one party to the action," the Federation argued. It urged the Government "to amend the Judicature Act to remove labour disputes entirely from the application of *ex parte* proceedings."

### **Labour Legislation**

The brief asked the Government to make a number of changes in labour legislation, which included the following:

—Establishment of a Fair Wages Branch to ensure compliance with provisions of the Government Contracts Hours and Wages Act.

—Changes in the Minimum Wage Act to provide for a minimum hourly wage of \$1.25 for both men and women, based on a standard week of 40 hours, with overtime after 8 hours a day or 40 hours a week paid at the rate of time and a half.

—A reduction in the maximum work-week and an improvement in vacations-with-pay provisions.

—Equal representation for employers and employees on advisory committees set up under the Industrial Standards Act, instead of the present provision of three employer, and two employee members.

—Extension of coverage of the Fair Employment Practices Act to employers and unions in all undertakings, regardless of the number of persons employed.

—An increase in the legal remuneration for jury duty. A daily rate of \$20 was suggested.

—Changes in legislation to forbid the use of double bunks and require the installation of showers in logging camps.

—Certain changes in the Workmen's Compensation Act regarding individual liability, re-employment of injured workmen, accident prevention, and widows' pensions.

### **Hospital Plan**

The Government was asked to bring the provincial hospital plan into effect by at least July 1 of this year, to extend the plan as soon as possible to include medical care and other services, and to provide out-patient diagnosis and treatment from the outset.

More should be done, the Federation said, to overcome the shortage of qualified teachers, to provide for the training of mentally retarded children, and to give "adequate financial assistance to all deserving students attending teachers' colleges, schools of nursing, technical institutes and universities".

The establishment of a program of "compulsory, province-wide automobile insurance, operated by a government agency, with premiums collected along with the regular licence fees," was urged by the Federation.

### **CLC Council Outlines Plan To End Unemployment**

A program to end unemployment in Canada, criticism of powerful "employer interests that are staging a general all-out attack on Labour" and a suggestion that airlines be publicly owned emanated from the latest meeting of the Executive Council of the Canadian Labour Congress.

The Council divided into five the groups that could solve unemployment: national government, provincial governments, municipal governments, employers, unions. It outlined a pattern for each to follow.

#### **National Government**

The national government should further relax the tight money policy of the Bank of Canada; leaders of political parties should move towards convening Parliament as soon as possible and put before it, in concrete legislative form, the proposals made in general terms on election platforms; vote money for public works; provide funds to subsidize housing and thus allow National Housing Act interest rates to be lowered; bring down a budget that will reduce taxes to provide increased purchasing power; increase benefits and lengthen benefit periods for unemployment insurance; increase the federal share of unemployment assistance from 50 per cent to at least 75 per cent; increase old age pensions, family allowances and other social security payments; raise farm purchasing power; and adopt a generous program of aid to underdeveloped countries.

Provincial governments in session should immediately authorize public works programs, including highway extensions and improvements, schools, hospitals and other provincial works; take advantage of the provisions of the Unemployment Assistance Act in provinces where this has not already been done; raise minimum wages and thus increase purchasing power; enact legislation providing for a maximum 40-hour standard work-week.

Municipal governments could make immediate use of existing and available provisions of the National Housing Act to launch slum clearance and low-rental housing programs; start now on public works—street paving, sidewalks, sewers and extension of municipal services.

Employers could reduce hours of work where they now exceed the 40-hour week, maintaining take-home pay levels; share with workers the fruits of technological change by introducing them without reducing employment.

Unions could press for shorter hours of work with same take-home pay; discourage unnecessary overtime; discourage workers employed for a standard work-week from taking extra jobs; seek higher wages to increase consumer purchasing power; bargain for employment stabilization measures such as unemployment benefits and guaranteed annual wages; co-operate with governments and employers in implementing the CLC program for full employment.

The Executive Council noted that the CLC "has been keenly aware for many months of a general all-out attack on Labour in Canada by powerful employer interests with the support of a large section of the press...

"Suggestions are also being made, without any factual support, that workers are somehow responsible for today's depressed economic conditions. The CLC would welcome a complete impartial investigation into the entire relationship of wages, prices and profits. Workers are consumers as well as wage-earners, and have as much interest as anyone else in prices.

"Canada has recently been going through a period of tremendous expansion, yet, this additional productive capacity is not being fully used. The value of the investment dollar has soared while the value of the consumer dollar has slumped. The obvious and urgent need is increased purchasing power. A large portion of organized labour will seek to provide this in 1958 by the attainment of wage increases."

### **Automation's Effect on Office Workers Studied**

Automation and its likely effects on the office worker were discussed at a seminar in Vienna, held under the auspices of the European Productivity Agency, at the request of the Office Workers' Federations affiliated to the International Confederation of Free Trade Unions and the International Federation of Christian Trade Unions.

Many participants in the seminar felt that the repercussions of automation would be more important in office work than in any particular industrial sector. Some thought that the differences between the job of the industrial worker and that of the white-collar worker would be still less clear, and that this would influence the structure of the trade union movement.

The following demands were unanimously agreed upon:

Trade unions must be informed beforehand of any technological changes to take place at both plant and industrial level;

Trade unions must participate on an equal footing in the preparatory studies of the changes planned;

Employment must be adequately guaranteed, assistance in vocational retraining must be granted, and wage rates must be revised.

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### **Automation Will Increase Workers' Value, Security**

The transition period to automation is the most difficult of all, but when this period is passed, the worker will become more valuable and less replaceable, Dr. William A. Westley, an associate professor of sociology at McGill University, said last month.

He told a personnel conference at Winnipeg that in the first stages of mechanization man was made to adapt himself to the machine. This brought monotony.

#### **"Routinization" to Go**

"But it is the routine jobs which are most easily brought to full automation," he said. "Thus we can expect that with the progress of automation, routinization will tend to disappear.

"Many more men will be employed as maintenance and repair men—and men like these jobs because they demand the exercise of knowledge and ingenuity."

Dr. Wesley said automation broke up the old routine and disrupted established work groups and this usually caused insecurity and animosity.

After the difficult transition period, he said, there would be more security and the worker's increasing value was likely to be rewarded with more salary.

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### **"Savings in Labour Costs Don't Pay for Computer"**

Most of the 1,000 and more electronic computers at work in industry and commerce in the United States are doing jobs that were formerly performed just as well,

and often more cheaply, by ordinary punched card machines, John Diebold, an American automation expert, said at a meeting of the British Institute of Management in London recently.

"Management is still pursuing the will-o-the-wisp of labour savings as the principal justification for the computer," said Mr. Diebold, as reported in a recent issue of the Trades Union Congress magazine *Labour*. "In actual fact this has proved to be false. There are very few computers in the States that vaguely begin to pay for themselves in terms of labour savings," he asserted.

"If in the end you are really not going to have very large labour saving it is fallacious to raise the human and social problems and the outeries that occur when there is talk of putting a machine into a business to replace clerks," he said.

In his opinion, computers, instead of being used with the mistaken idea of saving labour in tasks that were already being done in other ways, should rather be used in doing things that formerly have not been done at all.

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### **Staff Changes Made On Labour Gazette**

Some changes were made, effective April 1, on the editorial staff of the *LABOUR GAZETTE*.

Harry J. Walker, Editor for almost 25 years, has become an assistant to the Deputy Minister of Labour. He has been succeeded by W. S. Drinkwater, Assistant Editor since August 1951.

Mr. Walker will continue to be called on for advice in the publication of the *LABOUR GAZETTE* and will continue to be listed on the masthead, as Consulting Editor.

#### **Circulation Manager**

The journal's Circulation Manager, C. E. St. George, has retired after 13 years in that position. He joined the staff in January 1945, after service in the Second World War.

Mr. St. George was also a veteran of the First World War, and in the interval between the two wars he was employed by the Addressograph Corporation, from 1920 to 1924; in the printing department of General Motors of Canada, 1924 to 1929; and as production manager, Page-McCausland, a Toronto printing establishment, from 1929 to 1934. He operated his own business from 1934 until he joined the Army in 1939.

A successor to Mr. St. George has not yet been named.

# Skilled and Professional Manpower in Canada, 1945-65

Report prepared by Department's Economics and Research Branch for  
Royal Commission on Canada's Economic Prospects has been published

The extent to which the supply of specialized manpower in Canada will meet the demand in the future will depend, as in the past, largely on the capacity and character of training facilities, and on the number of persons of training age in the population. Immigration is also expected to continue to be an important, but less predictable, source of skilled and professional manpower.

This is one of the main conclusions given in a report, *Skilled and Professional Manpower in Canada, 1945-65*, published last month. Prepared by the Economics and Research Branch of the Department of Labour, this study was requested, and its publication authorized, by the Royal Commission on Canada's Economic Prospects.

The report is divided into four chapters: Introduction; Employment Trends and Labour Shortages; Sources of Specialized Manpower; and The Outlook for Specialized Manpower, 1956-65.

Throughout the report skilled and professional workers are generally treated separately, and in distinguishing between these two classes it says: "In this report skilled and professional occupations are defined in terms of the amount of specialized training or experience usually required to become fully competent. An occupation is generally regarded as skilled when two years or more of specialized training or experience are required to reach full competence. Professional occupations are defined as those for which the minimum qualifications are either graduation from a university or college or some generally accepted equivalent combination of special training and experience."

On the part played by skilled and professional manpower, the report says: "The growth of modern industry is accompanied by an ever-increasing specialization of labour and diversification of occupations." Although advancing technology often eliminates the need for certain kinds of skilled workers it also creates a need for new kinds, and "even the most optimistic of those who speculate on the implications of so-called automation do not expect the advent of wholly self-directing and self-timing machines to dispense with the need

for skilled workers and technicians in considerable numbers in the foreseeable future".

On the contrary, "to a growing extent, the progress of industry depends on the application of scientific advances to new products and production methods. This in turn involves an increasing use of scientists, engineers, technicians and skilled tradesmen."

## Employment Trends and Labour Shortages

The relationship between economic and employment developments over the post-war period is examined, and the intensity and extent of labour shortages which occurred during these years are assessed in the second chapter of the report.

"The decade 1947-56...has been characterized by waves of expansion of business activity and employment followed by periods of stability or slackness. Extensive countrywide manpower shortages in many occupations—particularly of skilled and professional workers—have been characteristic of the years of expansion in almost every case," it points out.

However, a survey conducted by the Department of Labour showed that "the record employment expansion of 1955-56 led to only limited and local shortages of skilled tradesmen" in the Canadian economy.

This survey showed that "organized trade training plays a relatively minor role as a source of new skilled tradesmen" and "informal on-the-job training or upgrading played a considerably larger part than formal apprenticeship or other organized training programs in meeting requirements for skilled workers."

The most common way of meeting requirements in the firms surveyed was by hiring qualified Canadian skilled tradesmen; although, as the report points out, this represents "no net addition to the pool of skilled tradesmen". The extent to which jobs were filled by hiring immigrants was more difficult to determine, since employers in the survey when they spoke of immigrants probably had in mind recent immigrants.

## Professional Manpower

The supply of professional workers is affected by factors different from those which affect the supply of skilled tradesmen, the report points out. "In general, supplies of new professional workers depend much more on graduations from Canadian universities than on immigration, whereas immigration played a major role in filling requirements for skilled workers, at least during the last five years. Professional manpower shortages tend to follow a pattern that parallels that of university graduations."

Immigration nevertheless has been important as a source of professional recruitment. "Fortunately, when graduations began decreasing after 1950, immigration increased and served to maintain the supplies of professionals at about 16,000 to 18,000 yearly in subsequent years. In other words, immigration helped considerably to fill the gap in supplies that resulted from decreasing graduations."

During the past decade severe shortages have occurred of certain kinds of professional workers, particularly engineers, scientists and graduates in commerce and business administration, according to the report. "Engineers have been in short supply during most of the postwar decade, a situation that has not been equalled either in extent or in continuity by any other occupational group for which statistical data are available."

The survey tried to find out how Canadian industry has been affected by the "intense shortages" of certain kinds of professional workers during the last 10 years.

Roughly 50 per cent of the total number of industrial establishments surveyed reported shortages of industrial staff and described the effects of these shortages on their operations. Of these, nearly half (43 per cent) stated that shortages were resulting in the curtailment of production and expansion plans. The curtailment of development and research activities and the overloading of personnel were also given as serious effects of shortages, and about 10 per cent of the firms responding stated that shortages forced them to fill positions with inadequately trained personnel and created a potential shortage of future executives.

### Sources of Specialized Manpower

Three main sources of specialized manpower are mentioned in the report: formal training either in school or industry, immigration, and on-the-job training.

For professional workers the main source is formal training, usually at a university. For technicians specialized training beyond secondary school is important, but in a time of shortage of this sort of labour many

technicians acquire their training informally on the job. Canada's supplies of skilled tradesmen in the postwar period have been obtained by means of on-the-job training, immigration, and formally organized training—probably in that order of importance, the report says.

"It is fairly certain that informal on-the-job training and upgrading contributed more to the postwar increase in the number of skilled workers than either immigration or formal apprenticeship training," the report states.

"The increase in the number of skilled workers in Canada during the first 10 postwar years is estimated to total 280,000. . . The contribution made by immigration to gross supply, which was considerably more than 280,000, was close to 110,000 after deduction for emigration."

Although Canadian apprenticeship training did not contribute large numbers to the postwar supply of skilled workers, it was nevertheless essential "because it made a significant contribution to the hard core of the most highly-qualified tradesmen".

While formal training provided relatively few skilled workers in Canada in the first 10 postwar years, it was the largest source of professional manpower. The importance of formal training in this field is quite natural, "for formal education in college or university constitutes by far the most important if not the only avenue of entry into some professional occupations".

Immigration contributed about 47,000 professional workers to the supply during the first 10 postwar years. Much of this gain, however, was offset by the emigration of about 31,000 professionals to the United States.

"In the first five years, the outflow of professional workers to the United States was actually greater than the gain from immigration. In the next five years, when immigration reached a much higher level, the number of professional workers among immigrants outnumbered professionals emigrating to the United States by about 18,000".

### The Outlook for Specialized Manpower

"It is a rather remarkable fact that the population aged 15 to 19, the age-span when most persons enter the labour force or begin specialized training, has remained practically unchanged for the last 20 years," the report says. But a study of population figures suggests that during the next 10 years there will be a considerable increase in the number of people from 15 to 19 years old, it adds.

This estimated increase "will represent a very substantial addition to the number of youths available for specialized training," the report continues. "The increase will be of particular significance for the prospective supply of skilled tradesmen, as most of them begin formal training between the ages of 15 and 19. The supply of professional workers, most of whom are university graduates, is related to a somewhat older age group, approximately between the ages of 18 and 21."

The rate of growth in this "college age group" during the next 10 years will not at first be as great as that of the 15 to 19 age group, but from 1960 to 1965 it will be almost as high.

### **Immigration**

During the first postwar decade immigration has been a very important source of specialized manpower, particularly of skilled manpower, but whether it will play a similar role in the 10 years from 1956 to 1965 is questioned in the report.

Counting the movement of displaced persons, which was still substantial in 1951, immigration during 1951-55 averaged 158,000 annually, ranging from 194,000 in 1951 to 110,000 in 1955. Without displaced persons, the number of immigrants was within 10,000 of the 158,000 mark in all but the last year of the five-year period. It is reasonably certain that the drop to 110,000 in 1955 was due to a temporary reduction of available supply rather than to any basic scarcity of eligible migrants. In 1956 total immigration was once again about 160,000, and there is every indication that in 1957 it will be considerably higher. It is not likely, however, that a combination of circumstances such as those which led to the upsurge of immigration in 1957 will recur in the foreseeable future. It seems reasonable to base the expectation of immigration for the balance of the 1956-65 decade on the pattern that developed before the 1957 peak.

The report, however, points out that the future course of immigration is difficult to forecast with any degree of certainty, "not only because future trends may be affected by government policies, but also because the many factors that bring about migration are unpredictable, or at any rate uncertain".

Any calculation of future immigration of professional and skilled manpower, the report stipulates, is based on the assumption that such workers "will represent a fairly predictable proportion of total immigrants..."

### **Training Facilities**

Although the report emphasizes the necessity for adequate training facilities, it does not concern itself with how these facilities are to be provided.

This report has not analyzed the many problems surrounding the higher education of professional manpower in Canada. They are largely beyond the competence of the authors. It is obvious, however, that higher educational facilities will have to be greatly expanded, that teaching staffs will have to be increased, and that the quality of professional training will have to be improved in the light of an increasingly complex technology and of a more highly developed society.

The report also points out that during the period under study, as in earlier years of rapid economic expansion, "the long-run insufficiency of Canadian vocational training and higher educational facilities was obscured by the easily available supply of immigrants possessing excellent skilled and professional qualifications.

"This immigration, valuable and indeed essential as it has been to the rapid development of Canada, particularly in the twenties, the late forties and the fifties, has tended to reduce the urgency of giving consideration to the longer-run adequacy of our educational and training institutions."

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## **Civil Service Told to Give Equal Opportunity to Handicapped**

While the Civil Service of Canada has always made it a practice to give consideration to handicapped persons when seeking employees, only this month has the policy been explicitly spelled out.

On April 8 the Civil Service Commission sent a circular letter to all deputy heads of government departments notifying them that "disabled persons shall be afforded an equal opportunity with the non-disabled to perform work for which they are qualified".

The letter listed two other principles to be followed in the Civil Service:

Emphasis shall be placed on the abilities and work capacities of disabled persons and not on their disabilities.

When employees of the federal Civil Service become disabled or handicapped while on the job, every effort will be made to ensure proper placement of such individuals.

Miss M. C. Guthrie of the Personnel Selection Branch of the Commission has been named to sit on selection boards when handicapped persons are involved.

"The Civil Service of Canada should, as a good employer, set an example in employing the disabled and the handicapped," the letter pointed out.

# The Canadian Labour Force, 1957

Immigration last year was about 150,000 higher than the average for previous five years, and annual growth in the labour force was almost double that of previous years. Total labour force increase: 225,000

The events in Hungary and Suez late in 1956 resulted in greatly increased immigration to Canada of British and Hungarian workers. Added to an increased flow of immigrants from other European countries, they brought total immigration for 1957 to some 282,000—about 117,000 higher than the 1956 figure of 165,000, and 150,000 higher than the average for the previous five years.

The 1957 immigration included about 160,000 workers, compared with 91,000 in 1956. Emigration to the United States for the 1957 fiscal year (which does not usually differ much from the calendar year figure) consisted of 23,000 workers and 23,000 others. The number of immigrants returning to their homelands from Canada is believed to have been unusually high in 1957.

The annual growth in the labour force between 1956 and 1957 (as shown in Table 1) was 209,000, or 3.7 per cent, almost double the figures of previous years. The high rate of increase was fairly uniform throughout all the regions, despite indications that most immigrants settled in Ontario and Quebec.

The civilian, non-institutional population aged 14 and over<sup>1</sup> grew from 10,815,000 in December 1956 to 11,149,000 in December

This article was prepared by the Employment and Labour Market Division, Economics and Research Branch, Department of Labour.

1957, a gain of 334,000. About 190,000 of this increase represented net immigration (immigration less emigration) of persons aged 14 and over, so that the growth of the adult population, apart from immigrants, amounted to about 145,000. This increase, consisting of the difference between the number attaining the age of 14 and the number of adult deaths, together with the movement of persons in their late teens and early twenties into the labour force, added about 60,000 workers to the labour force in 1957. The total increase in the labour force from December 1956 to December 1957 was 225,000, of which 130,000 was due to net immigration of workers (immigrants less emigrants), and 35,000 to an increased proportion of persons in the labour force apart from immigration.

From 1949 until 1954 immigration played an important part in maintaining the size of the labour force (Chart 1). Although the losses of native workers (owing mainly to decreases in participation rates after the Second World War) might not have

TABLE 1—THE LABOUR FORCE, CANADA AND REGIONS, AT ANNUAL AVERAGES, SHOWING YEAR-TO-YEAR CHANGES, 1948-57  
(IN THOUSANDS)

Labour Force	Atlantic	Quebec	Ontario	Prairies	British Columbia	Canada
1948 .....	426	1,385	1,776	968	433	4,988
1949 .....	427	1,423	1,815	953	437	5,055
1950 .....	524 <sup>1</sup>	1,433	1,826	951	429	5,163 <sup>1</sup>
1951 .....	512	1,461	1,867	947	430	5,217
1952 .....	503	1,505	1,906	962	439	5,315
1953 .....	509	1,545	1,942	951	436	5,383
1954 .....	503	1,554	1,987	944	438	5,426
1955 .....	518	1,587	2,025	974	453	5,557
1956 .....	533	1,606	2,098	999	469	5,705
1957 .....	559	1,666	2,174	1,024	491	5,914
Change						
1948-49 .....	1	38	39	-15	4	67
1949-50 .....	97 <sup>1</sup>	10	11	-2	-8	108 <sup>1</sup>
1950-51 .....	-12	28	41	-4	1	54
1951-52 .....	-9	44	39	15	9	98
1952-53 .....	6	40	36	-11	-3	68
1953-54 .....	-6	9	45	-7	2	43
1954-55 .....	15	33	38	30	15	131
1955-56 .....	15	19	73	25	16	148
1956-57 .....	26	60	76	25	22	209

<sup>1</sup> Newfoundland is included in the estimates in 1950 and subsequently.

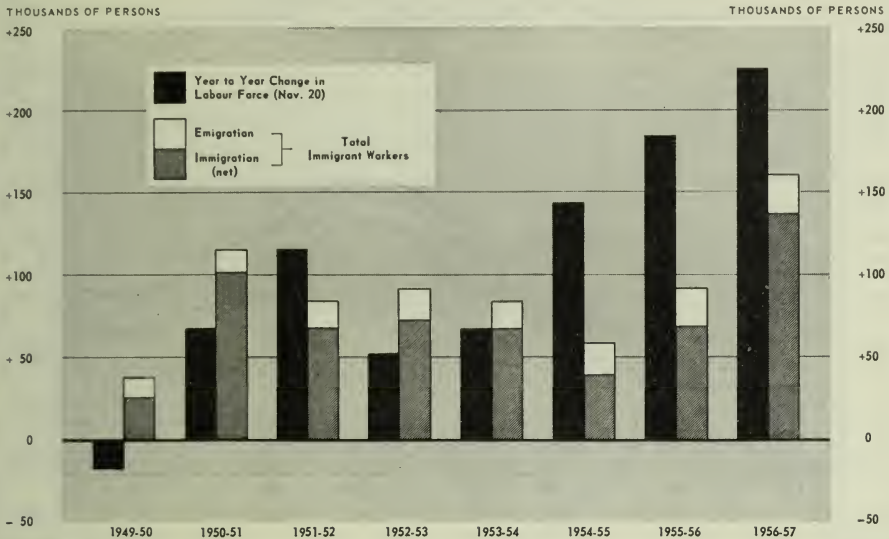
Source: *The Labour Force*, DBS.

<sup>(1)</sup>The population on which the Labour Force Survey is based excludes members of the Armed Services, inmates of institutions, Indians on reservations, and residents of the Yukon and Northwest Territories.



Chart 1

## ANNUAL CHANGE IN THE LABOUR FORCE; APPROXIMATE ANNUAL IMMIGRATION AND EMIGRATION OF WORKERS, 1949-57



been as great in the absence of immigration, the changing character of Canadian industry during the period demanded some readjustment in the type of workers making up the Canadian labour force. Immigration during this period made important additions to Canada's supply of skilled and professional workers in manufacturing, mining, and construction, and also supported a large part of the postwar growth of the service industries.<sup>1</sup>

Since 1954 there has been a steady moderate growth of the labour force apart from immigration. This growth has resulted from a slowing up of the downward trend in male participation,<sup>2</sup> an acceleration of the upward trend in female participation, and an increase in the relative number of young people ready to begin their working careers.

Table 2 shows Canadian labour force participation rates, at annual averages, for the years 1948 to 1957. There has been con-

siderable stability in the participation rates of males since 1954, although in the absence of immigrants, a high proportion of whom are workers, the rates might have declined. The rates of females have shown a steady movement upwards throughout the period, largely reflecting increased participation of women between the ages of about 25 and 50. In 1956 and 1957 these increases were particularly large, amounting to 45,000-50,000 workers, a considerable proportion of whom were probably recent immigrants.

Chart 2 shows the month-to-month pattern of labour force participation for men and women. Between 1955 and 1957 participation rates for men have shown relatively little change from one year to the next, while women have continued their

TABLE 2—LABOUR FORCE PARTICIPATION RATES AT ANNUAL AVERAGES,<sup>1</sup> 1948-57

	Male	Female	Both Sexes
1948	85.1	23.5	54.6
1949	85.1	23.5	54.5
1950	84.0	23.2	53.7
1951	83.9	23.5	53.7
1952	83.4	23.7	53.4
1953	82.9	23.3	53.1
1954	82.1	23.6	52.7
1955	82.0	23.8	52.8
1956	82.1	24.8	53.3
1957	82.2	25.7	53.7

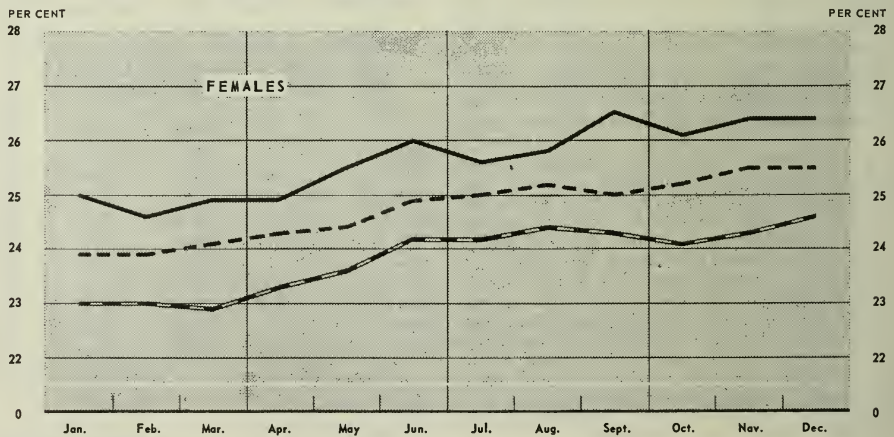
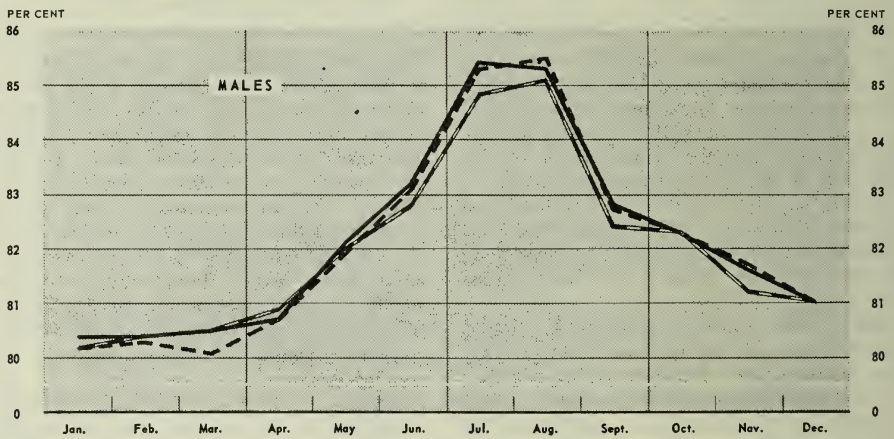
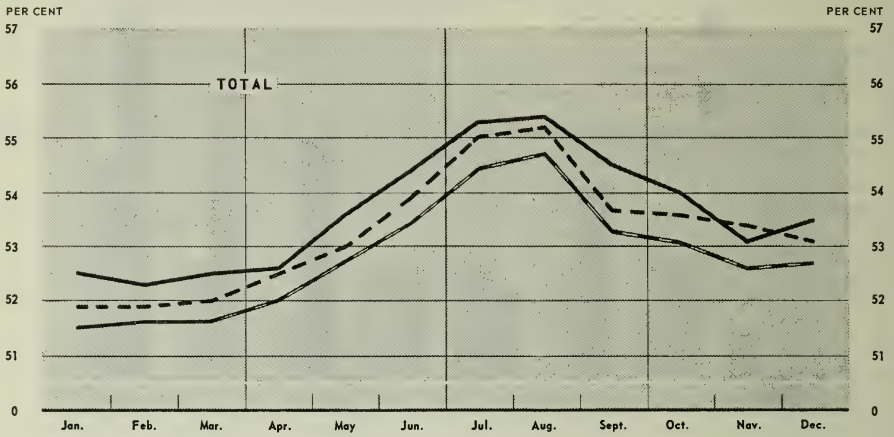
<sup>1</sup> Average labour force as a percentage of average civilian, non-institutional population aged 14 and over.

Source: *The Labour Force*, DBS.

Chart 2

LABOUR FORCE PARTICIPATION RATES, CANADA

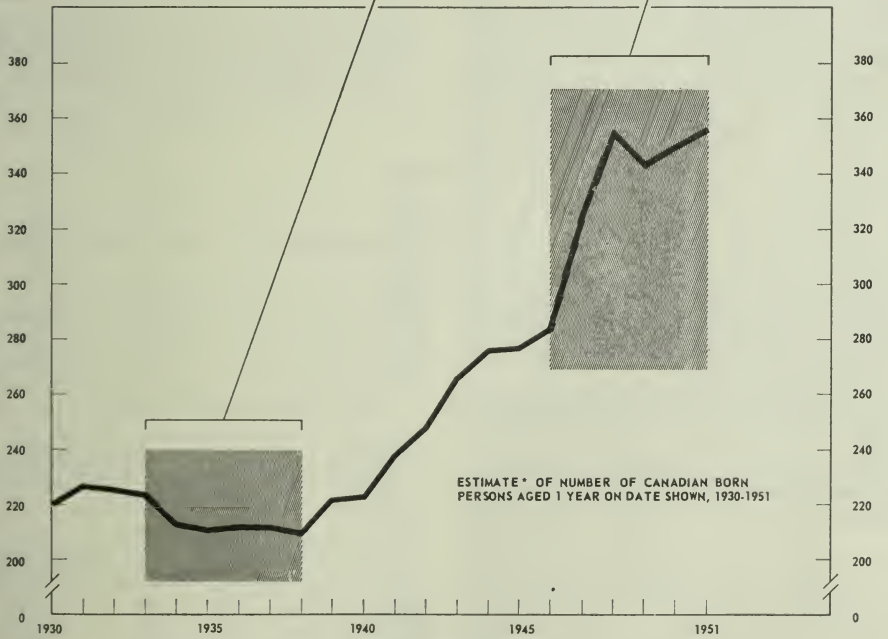
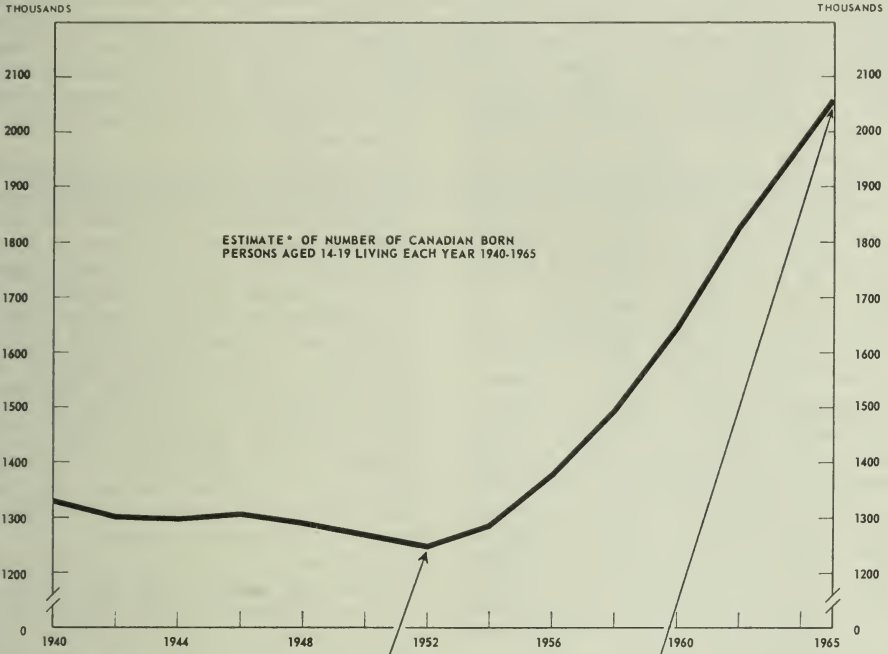
— 1955      - - - 1956      — 1957



Source: The Labour Force, DBS.

Chart 3

ESTIMATED GROWTH OF THE POPULATION AGED 14-19  
APART FROM IMMIGRATION AND EMIGRATION



\*Survivors aged 1 year were taken from Vital Statistics tables. The estimates of persons aged 14-19 were obtained by Life Table projection.  
Sources: Vital Statistics, 1953 and Canadian Life Tables, 1945, 1947, 1951, DBS.

long-term trend of increased participation in the Canadian labour market. The chart shows the seasonal character of the participation rates for men. These rates are at their lowest point during the first quarter of the year; they start to pick up in April with the resumption of outdoor activities, and gain further momentum in June when students begin to enter the labour market. A peak is reached either in July or August. There is a considerable outflow of students in September, and a steady decline in the rates through the remainder of the year. By contrast, participation rates for women show little seasonality. There is some entry of young women at the end of the school year, but this is usually balanced by the outflow of somewhat older women. The result of these different patterns for men and women is to produce participation rates for the total population that show both seasonality and a long-run upward trend.

Participation rates for men aged 65 and over, which showed steady declines from 1946 to 1955 and increased slightly in 1956, remained at the 1956 level in 1957 (Table 3). It is considered probable that any further deterioration in the demand for labour will cause these rates to decline once more as older workers retire on being unable to find work. The long-term growth in the participation rates of women aged 45 to 64 continued in 1957.

Since well before the Second World War, 1957 was the first year in which there have been really significant increases in the population aged 14 to 19. On the basis of the annual number of births since 1940 (see Chart 3), annual increases in this group should continue indefinitely on about the same level as in 1957 (72,000); the 20-24 year age group should begin to show substantial increases by about 1962. In 1957 the increases were largely in the 14- to 16-year-old group, of which only a small percentage is in the labour force.<sup>1</sup> In the next few years the number of 18- and 19-year-olds should grow quite rapidly, making a considerable contribution to an expanding labour force.

The beginning of 1957 was characterized by some levelling off of business activity in

<sup>(1)</sup> The 1951 Census gives the following participation rates (including members of the Armed Services):

Females 14-19	32.8%
14	2.3
15	9.0
16-17	33.8
18-19	57.2
Males 14-19	51.0%
14	7.6
15	23.2
16-17	55.7
18-19	85.4

Canada. By mid-year, declines were noted in many sectors and it became apparent that, for the short run, the economy was unable to absorb the country's rapidly growing labour force. At the end of the year the number of persons without jobs and seeking work was estimated at 386,000, or about double the December 1956 figure (Table 5). Even without immigration in 1957 there would have been some increase over the previous year in the number of persons seeking work.

Increases in the supply of workers coupled with a levelling off in labour requirements resulted by mid-year in a number of small but significant adjustments within the labour force. There was movement of male workers out of the forestry industry, and movement into construction; female workers entered the trade and service industries in increasing numbers. Manufacturing, formerly the fastest growing of Canadian industries, employed about the same proportion of the labour force in November 1957 as in November 1956. Until the end of 1957 there was no apparent tendency for participation rates to respond to the changes in economic activity (see Chart 2).

The percentage of the labour force without jobs and seeking work in December 1957 was the highest for this time of year in recent experience. Younger workers were affected more than older ones (Table 6), and men more than women. These figures

TABLE 3—TREND IN PARTICIPATION RATES: MALES AGED 65 AND OVER, FEMALES AGED 45-64, AT ANNUAL AVERAGES, 1946-57

	Males 65+	Females 45-64
	(per cent)	
1946	47.5	15.3
1947	44.9	15.5
1948	44.0	16.2
1949	42.8	15.4
1950	40.4	16.4
1951	37.9	17.1
1952	35.7	17.5
1953	34.7	17.2
1954	33.3	18.1
1955	32.4	19.0
1956	34.2	20.8
1957	34.3	22.7

Source: *The Labour Force*, DBS.

TABLE 4—CIVILIAN, NON-INSTITUTIONAL POPULATION AGED 14-19, DECEMBER 1953-57

(In Thousands)

	Population	Change From Previous Year
1953	1,280	—
1954	1,314	34
1955	1,359	45
1956	1,407	48
1957	1,479	72

Source: *The Labour Force*, DBS.

TABLE 5—NUMBER AND PERCENTAGE OF LABOUR FORCE WITHOUT JOBS AND SEEKING WORK, AUGUST AND DECEMBER 1953-57

	August		December	
	Number (000s)	Percent	Number (000s)	Percent
1953	93	1.7	192	3.6
1954	175	3.1	248	4.6
1955	131	2.3	200	3.6
1956	103	1.7	186	3.2
1957	174	2.8	386	6.5

Source: *The Labour Force*, DBS.

TABLE 6—PERCENTAGE OF THE LABOUR FORCE WITHOUT JOBS AND SEEKING WORK, BY AGE AND SEX, DECEMBER 1953-57

	1953	1954	1955	1956	1957
Total	3.6	4.6	3.6	3.2	6.5
<i>Males</i>	4.2	5.2	4.1	3.9	7.8
14-19	10.0	10.9	9.3	7.6	16.2
20-24	6.2	7.6	5.6	5.8	12.1
25-44	3.6	4.1	3.3	3.3	6.8
45-64	3.4	4.7	3.6	3.2	6.1
65 and over	2.7	4.8	4.3	3.6	5.2
<i>Females</i>	1.4	2.4	1.9	1.3	2.5
14-19	2.8	5.1	4.5	2.6	4.6
20-24	1.2	2.4	2.3	1.2	3.0
25-44	1.2	1.9	1.1	.9	2.1
45-64	.9	1.3	1.2	1.0	1.5
65 and over	—	—	—	—	—

Source: *The Labour Force*, DBS.

give the relative proportion of persons actively seeking work; they do not give any indication of those available for work but not actively engaged in looking for it. A good many women and older men tend to fall into this category. The changes in percentages of persons without jobs and

seeking work between 1956 and 1957 were quite different in their distribution from those between 1953 and 1954. In 1954 the greatest relative increases in the percentages of the labour force without jobs and seeking work were for men aged 65 and over and for women.

## Laval's 13th Industrial Relations Convention

A well-known professor of industrial relations at Columbia University, Adolf Sturnthal, Ph.D., will be the speaker at the closing banquet of Laval University's 13th Industrial Relations Convention to be held at Quebec May 5 and 6.

Mr. Sturnthal is also a professor of international trade unionism at Roosevelt College and the author of many books on trade unionism and collective bargaining.

This year's convention will deal with "The Settlement of Conflicting Interests"—in other words, with disputes which concern the negotiation of working conditions rather than the interpretation or application of collective agreements.

Among the speakers to be heard at the convention will be: Prof. H. D. Woods,

Director of McGill University's Industrial Relations Centre; Jean Réal Cardin, Director of the University of Montreal's Industrial Relations Section; Gérard Picard, General President of the Canadian and Catholic Confederation of Labour; Louis Philippe Pigeon of Quebec, Guy Merrill-Desaulniers and Guillaume Geoffrion, Montreal, lawyers specializing in labour law; and Roger Chartier and Gilles Beausoleil of Laval University.

This 13th convention will coincide with the 20th anniversary of the founding of Laval's School of Social, Economic and Political Science and with the 15th anniversary of the founding of its Social Science Faculty.

# Provincial Minimum Wage Orders

## A Survey of Rates and Related Provisions

An analysis of the minimum wage orders in effect under provincial minimum wage legislation in Canada at March 1, 1958, and of the minimum wages established by these orders, has been made by the Legislation Branch of the Department of Labour.

There are 73 orders made under minimum wage legislation that is of substantially the same type in nine provinces; there is no minimum wage legislation in Prince Edward Island\*. Of this number, 13 are general orders, 20 are special orders, and the remaining 40, in British Columbia, set minimum wage rates on an industry or occupational basis. A "general order" is one that is not restricted to particular industries or occupations, although it may be confined to employees of one sex or to a specified area or to communities of a certain size. A "special order" is one that applies to a particular industry or occupation.

The minimum wage legislation in each province provides for a minimum wage board to determine minimum wage rates. The orders are issued by the Lieutenant-Governor in Council on the recommendation of the board or, in Ontario and British Columbia, by the board itself. It is the practice of minimum wage boards to hold enquiries and to hear representations.

The legislation in all provinces gives the boards considerable discretion in determining the classes of employees for whom a minimum wage is to be set, and in arriving at a minimum wage rate. The Quebec legislation directs the board "to take into consideration competition from outside countries or from the other provinces and the economic conditions peculiar to the various regions of the province". In Manitoba the board is to take into consideration, and be guided by, "the cost to an employee of purchasing the necessities of life and health". The Saskatchewan board is directed

to determine the minimum wage on the basis of either "what the board deems adequate to furnish the necessary cost of living to the employees in the class of employment affected" or "what the board deems fair and reasonable having regard to the wages that the board considers to be generally prevailing in the class of employment affected".

Under these orders a minimum wage is established for practically all employees whose wage rates are subject to regulation by the provinces except the following: male employees in Ontario and Nova Scotia and in New Brunswick except in the canning industry; agricultural workers and domestics in private homes in all provinces; female employees in small towns in Nova Scotia; students in the province of Quebec; employees under age 17 in Newfoundland; female employees in hospitals, nursing homes, religious, charitable or educational institutions in New Brunswick; and employees in some religious institutions and public benevolent establishments in Quebec.

The Industrial Standards Acts in Nova Scotia, New Brunswick, Ontario, Saskatchewan and Alberta, the Fair Wage Act in Manitoba, and the Collective Agreement Act in Quebec are outside the scope of this article. Under these Acts, wage rates based on prevailing standards rather than the subsistence needs of the employee are set for some industries and occupations.

The study is in two parts: Part I deals with the general orders and Part II with the special orders. For purposes of comparison with the orders in the other provinces, the British Columbia orders for manufacturing, the mercantile industry and office occupation have been dealt with in Part I and the rest of the 40 British Columbia orders have been dealt with in Part II.

### Part I—General Orders

The minimum wage rate and the overtime rate established in each of the general orders is shown in Table I; similar information for the manufacturing, mercantile industry and office occupation orders in British Columbia is presented in Table II.

To facilitate comparison of the hourly and weekly rates set out in Tables I and II,

\**Nfld.*: The Minimum Wage Act, R.S.N. 1952, c. 260; *N.S.*: The Women's Minimum Wage Act, R.S.N.S. 1954, c. 317; *N.B.*: The Minimum Wage

Act, R.S.N.B. 1952, c. 145; *Que.*: The Minimum Wage Act, R.S.Q. 1941, c. 164, as amended by 1946, c. 39, 1947, c. 53 and 1949, c. 54; *Ont.* the Minimum Wage Act, R.S.O. 1950, c. 235; *Man.* The Employment Standards Act (Part II, Minimum Wages), 1957, c. 20; *Sask.*: The Minimum Wage Act, R.S.S. 1953, c. 264, as amended by 1955, c. 68 and 1956, c. 57; *Alta.*: The Alberta Labour Act (Part II, Minimum Wages), R.S.A. 1955, c. 167, as amended by 1957, c. 38; *B.C.*: The Male Minimum Wage Act, R.S.B.C. 1948, c. 220, as amended by 1953, c. 28 and The Female Minimum Wage Act, R.S.B.C. 1948, c. 221, as amended by 1953, c. 29.

a 44-hour week may be assumed in cities and a 48-hour week in the smaller centres. These are the maximum hours that could be assumed without involving overtime rates in some provinces.

Assuming a 44-hour week, the minimum weekly wage of men in cities in the five provinces that set general rates for men would be:

\$30	in Saskatchewan and Alberta
\$26.40	in Manitoba
\$26.40 in Montreal	} in Quebec
\$24.20 in other Quebec cities	
\$22	in Newfoundland

In small centres, assuming a 48-hour week, the weekly minimum wage for men would be:

\$29 (or higher in establishments required to pay overtime after 44 hours)	in Saskatchewan
\$28.80	in Manitoba
\$26	in Alberta
\$24	in Quebec and Newfoundland

The spread between the highest and lowest wage is thus \$8 per week in cities but only \$5 in smaller centres. These rates may be compared with \$33 per week in manufacturing and in offices, and \$28.60 in mercantile establishments, for a 44-hour week in British Columbia.

In the eight provinces that set a general rate for women, the weekly minimum wages in cities, assuming a 44-hour week, would be:

\$30	in Saskatchewan
\$28	in Alberta
\$26.40 in Montreal	} in Quebec
\$24.20 in other Quebec cities	
\$25.52	in Manitoba
\$22	in New Brunswick
\$22 in Toronto and larger cities	} in Ontario
\$20 in other Ontario cities	
\$16.80	in Nova Scotia
\$15.40	in Newfoundland

This is a spread between highest and lowest of almost \$15 per week. The weekly minimum wages for women in small centres, assuming a 48-hour week would be:

\$29 (or higher in establishments required to pay overtime after 44 hours)	in Saskatchewan
\$24	in Alberta, Quebec, and New Brunswick
\$23.76	in Manitoba
\$18	in Ontario
\$16.80	in Newfoundland
\$14.80	in Nova Scotia

This shows approximately the same spread as in cities, but less difference in the middle rates.

Two different concepts are apparent in the provisions requiring an overtime rate of pay after specified hours in a day or week. In Newfoundland, New Brunswick, and Manitoba, and in Quebec for salaried employees below certain weekly rates of pay, the overtime rate is one and one-half times the minimum rate; in Nova Scotia, Quebec (hourly paid employees), Alberta and British Columbia, the overtime rate is one and one-half times the regular rate, that is, the rate at which the employee is actually being paid. Where the overtime rate is based on the minimum rate the provision has significance only in respect to employees whose rate of pay is less than one and one-half times the minimum rate; where it is based on the regular rate it has significance in respect to all employees within the coverage of the order and becomes an instrument for the regulation of hours of work as well as a measure related to earnings.

The general orders contain other provisions related to the rate which are not shown in Tables I and II. The most significant of these other provisions are described and compared below under the following headings: classification of communities for minimum wage purposes (Table III); lower rates for inexperienced workers (Tables IV and V); lower minimum wage rates on the basis of age (Table VI); rates for part-time employees (Table VII); the daily guarantee provisions; deduction or charges for uniform; protection of minimum weekly earnings in a week in which a statutory holiday occurs; deductions or charges for board and lodging (Table VIII); posting of orders and pay statement provisions.

**Classification of communities for minimum wage purposes**—Table I shows that within the provinces of Nova Scotia, Quebec, Ontario, Manitoba, Saskatchewan and Alberta, the minimum rate varies according to the size of the community in which the worker is employed. Each province is divided into zones based on population, or into urban and rural areas. The basis on which communities are classified for purposes of the minimum rate is shown in Table III.

The relationship within each province between the highest rate set for an urban area and the rate for small towns varies considerably between provinces. The rates are relatively close together in the western provinces and Nova Scotia (the small town rate being 96 per cent of the urban rate in Saskatchewan, 95 per cent in Manitoba, 88 per cent in Nova Scotia, and 86 per cent in Alberta) but somewhat farther apart in

TABLE I—THE GENERAL MINIMUM WAGE ORDERS, SHOWING MINIMUM WAGE RATES, MINIMUM OVERTIME RATES AND HOURS TO WHICH OVERTIME RATES APPLY

Province and Order	Minimum Wage Rate	Minimum Overtime Rate	Hours to which Overtime Rates Apply
NEWFOUNDLAND General order for <i>male</i> employees (No. 2, 1955) General order for <i>female</i> employees (No. 3, 1955)	50¢ an hour..... 35¢ an hour.....	$1\frac{1}{2}$ x minimum rate..... $1\frac{1}{2}$ x minimum rate.....	Hours in excess of 8 per day, all time on Sunday (hourly paid employees) Hours in excess of 48 hours per week (employees paid by the week or month)
NOVA SCOTIA General order for <i>female</i> employees in cities and incorporated towns (Aug. 8, 1951 as amended)	\$16.80 a week, Zone 1 } \$15.80 a week, Zone 2 } \$14.80 a week, Zone 3 }	$1\frac{1}{2}$ x regular rate.....	Hours in excess of 48 in a week or of the usual number.
NEW BRUNSWICK General order for <i>female</i> employees (Sept. 1, 1957)	50¢ an hour.....	$1\frac{1}{2}$ x minimum rate.....	Hours in excess of 48 in a week.
QUEBEC General order for <i>male</i> and <i>female</i> employees (No. 4, 1957)	60¢ an hour, Zone 1 } 55¢ an hour, Zone 2 } 50¢ an hour, Zone 3 }	$1\frac{1}{2}$ x regular rate (hourly paid employees)..... $1\frac{1}{2}$ x minimum rate (weekly or monthly paid employees) <sup>1</sup> .....	Hours in excess of the regular workweek set in the order for the employee's occupation.
ONTARIO General order for <i>female</i> employees (C.R.O. 295 as amended by O. Reg. 4/55)	\$22 a week, Zone 1 } \$20 a week, Zone 2 } \$18 a week, Zone 3 }	Minimum hourly rate (i.e., weekly rate divided by number of hours in employee's normal weekly work period.) $1\frac{1}{2}$ x minimum rate <sup>2</sup> ..... $1\frac{1}{2}$ x minimum rate <sup>2</sup> .....	Hours in excess of the normal workweek. Hours in excess of 48 in a week <sup>2</sup> . Hours in excess of 8 in a day (with the exception of one day a week in shops) and 44 hours in a week <sup>2</sup> .
MANITOBA* General order, <i>male</i> employees..... <i>female</i> employees, in urban and rural areas (Man. Reg. 3/57)	60¢ an hour..... 58¢ an hour, urban } 54¢ an hour, rural }	$1\frac{1}{2}$ x minimum rate <sup>2</sup> ..... $1\frac{1}{2}$ x minimum rate <sup>2</sup> .....	Hours in excess of 48 in a week <sup>2</sup> . Hours in excess of 8 in a day (with the exception of one day a week in shops) and 44 hours in a week <sup>2</sup> .
SASKATCHEWAN General order for <i>male</i> and <i>female</i> employees in cities and larger towns (No. 1, 1957) General order for <i>male</i> and <i>female</i> employees in rest of province (No. 4, 1957)	\$30 a week..... \$29 a week.....	See footnote 3 See footnote 3	See footnote 3 See footnote 3



ALBERTA

General order for <i>male</i> employees in cities and towns over 5,000 pop. (No. 17, 1956)	\$30 a week	1½ x regular rate	See footnote 4
General order for <i>female</i> employees in cities and towns over 5,000 pop. (No. 19, 1956)	\$28 a week	1½ x regular rate	See footnote 4
General order for <i>male</i> employees in rest of province (No. 1, 1956)	\$26 a week	1½ x regular rate	See footnote 4
General order for <i>female</i> employees in rest of province (No. 2, 1956)	\$24 a week	1½ x regular rate	See footnote 4

<sup>1</sup> This overtime requirement does not apply to a salaried employee receiving, even when not working a full week, a weekly wage of at least \$50 in Zone 1, \$45 in Zones 2 and 3.

<sup>2</sup> A minimum overtime rate of 1½ x *regular* rate is established in the Manitoba Employment Standards Act which applies to most types of employment in urban areas in the province, for hours in excess of 8 in a day or 44 in a week for women, 48 in a week for men. The overtime provisions in the minimum wage orders are significant where the hours provisions of the Employment Standards Act do not apply, mainly outside of cities.

<sup>3</sup> The Saskatchewan Hours of Work Act establishes a minimum overtime rate of 1½ x regular rate and requires the overtime rate to be paid for hours in excess of 8 in a day or 44 in a week (48 in a week in some establishments in centres of less than 500 population).

<sup>4</sup> Hours of work are in general limited by the hours of work provisions of the Alberta Labour Act to 8 in a day and 48 in a week, 44 in a week in the four larger cities. In circumstances in which those limits may be exceeded the overtime rate in the minimum wage orders applies.

**TABLE II.—BRITISH COLUMBIA MINIMUM WAGE ORDERS FOR MANUFACTURING, THE MERCANTILE INDUSTRY AND OFFICE OCCUPATION, SHOWING MINIMUM WAGE RATES, MINIMUM OVERTIME RATES, AND THE HOURS TO WHICH OVERTIME RATES APPLY**

Order	Minimum Hourly Rate	Minimum Overtime Rate	Hours to which Overtime Rates Apply
Manufacturing: Order No. 25 (1956) male employees..... female employees.....	75¢ 60¢	1½ x regular rate	Hours in excess of 8 per day and 44 per week unless longer hours at the regular rate are permitted under the Hours of Work Act.
Mercantile industry: Order No. 24 (1956) male and female employees....	65¢	1½ x regular rate	
Office occupation: Order No. 34 (1956) male and female employees.....	75¢	1½ x regular rate	

Ontario and Quebec (the small town rate is 82 per cent of the urban rate in Ontario and 83 per cent in Quebec).

**Lower rates for inexperienced workers—**  
Under all the general orders except those of New Brunswick, Newfoundland and Saskatchewan, employees may be classed as inexperienced and paid less than the rates set out in Table I. In the British Columbia orders shown in Table II, there is also provision for a lower rate for a learning period. The rates for inexperienced workers, and the conditions for classifying a worker as inexperienced, are shown in Tables IV and V.

Only in British Columbia is an individual permit for each learner required from the administering board. There are, however, a number of limiting rules in the other orders.

Under the Ontario order, employees engaged as cleaners, elevator operators, or workers in theatres, places of amusement, hotels, clubs, restaurants or any other place where meals are served to the public, may not be considered as inexperienced employees for the purpose of determining their minimum rate of wages. An office worker who holds a secondary school graduation diploma of the commercial course, or who has completed a course of instruction in business and office practice provided by a registered trade school, is required to receive the minimum weekly wages for an experienced employee from the commencement of employment, as is also a hairdresser who holds a certificate of apprenticeship. An inexperienced employee paid on a piecework basis may be paid at the inexperienced rate for only

**TABLE III.—CLASSIFICATION OF COMMUNITIES IN SIX PROVINCES FOR MINIMUM WAGE RATE PURPOSES, SHOWING MINIMUM RATE**

Province	Zones or Areas, with Rate		
Nova Scotia.....	Zone 1, listed cities and towns (over 5,000 population) Rate: \$16.80 per week.	Zone 2, listed towns (between 5,000 and 2,000 population) Rate: \$15.80 per week.	Zone 3, listed towns (under 2,000 population) Rate: \$14.80 per week.
Quebec.....	Zone 1 Montreal and Montreal Island Rate: 60 cents per hour.	Zone 2, Quebec City and other municipalities with population 6,000 and over Rate: 55 cents per hour.	Zone 3, the rest of the province Rate: 50 cents per hour.
Ontario.....	Zone 1, Toronto, Hamilton, Windsor, Ottawa and London and their environs Rate: \$22 per week.	Zone 2, other local municipalities and school sections with a population of 3,000 or over Rate: \$20 per week.	Zone 3, other municipalities and school sections. Rate: \$18 per week.
Manitoba.....	Listed cities and environs, the urban areas Rate for women: 58 cents per hour.	Rural areas, the rest of the province Rate for women: 54 cents per hour.	
Saskatchewan....	Cities and 15 listed towns Rate: \$30 per week.	Remainder of the province Rate: \$29 per week.	
Alberta.....	Cities and towns with a population over 5,000 Rate: men, \$30 per week women, \$28 per week.	Remainder of the province Rate: men, \$26 per week. women, \$24 per week.	

**TABLE IV.—DEFINITION OF INEXPERIENCED WORKERS IN THE GENERAL ORDERS, AND APPLICABLE MINIMUM WAGE RATES, SHOWING PERCENTAGE RELATION OF THE STARTING RATE FOR AN INEXPERIENCED EMPLOYEE TO THE RATE FOR AN EXPERIENCED EMPLOYEE**

Provinces and Order	Definition of Inexperienced Employee	Minimum Wage Rate for Inexperienced Employee	Percentage Relation of Starting Rate to Rate for Experienced Employee
NOVA SCOTIA General order for <i>female</i> employees in cities and incorporated towns	An employee who has not been employed by one or more employers for a total period of <i>six months</i> or more in the type of employment for which she is hired. The total number of female employees who are paid as inexperienced employees in any establishment shall not exceed 25% of the total female working force in the establishment who are subject to the order.	Zone 1, 1st 3-month period, \$14.80 a week 2nd 3-month period, \$15.30 a week Zone 2, 1st 3-month period, \$13.80 a week 2nd 3-month period, \$14.80 a week Zone 3, 1st 3-month period, \$12.80 a week 2nd 3-month period, \$13.30 a week	Zone 1, 88% Zone 2, 87% Zone 3, 87%
QUEBEC General Order 4, <i>male</i> and <i>female</i> employees	Employees who are not occupied at skilled labour or at labour requiring training and who, because of their restricted ability, do not furnish the output of a skilled worker. Their number is limited to 20% of the total number of employees of the establishment in which they work.	Zone 1, 39 cents an hour Zone 2, 36 cents an hour Zone 3, 31 cents an hour	Zone 1, 65% Zone 2, 65% Zone 3, 62%
ONTARIO General order for <i>female</i> employees	An employee who has worked less than <i>six months</i> in the class of employment for which she is hired by the employer. The total number of female employees who may be classed as inexperienced by an employer is limited to 20% of his total number of female employees.	Zone 1, 1st 3-month period, \$19 a week 2nd 3-month period, \$20 a week Zone 2, 1st 3-month period, \$17 a week 2nd 3-month period, \$18 a week Zone 3, 1st 3-month period, \$15 a week 2nd 3-month period, \$16 a week	Zone 1, 86% Zone 2, 85% Zone 3, 83%
ALBERTA Order 19 ( <i>female</i> employees in centres over 5,000 pop.)	A female employee who has had no previous experience in the class of employment in which she is employed. (Maximum learning period, <i>three months</i> ). The total number of inexperienced female employees shall not exceed 25% of the total number of female employees in the establishment.	1st month, \$22 a week 2nd month, \$24 a week 3rd month, \$26 a week	79%
Order 2 ( <i>female</i> employees in rest of province)	Same definition as in Order 19.	1st month, \$18 a week 2nd month, \$20 a week 3rd month, \$22 a week	75%

three months. Where there are less than five women employed, one employee may be classed as inexperienced.

Under the Nova Scotia order an inexperienced employee in a beauty parlour who has had three months or more of instruction in a school or hairdressing establishment for which a fee has been paid, starts at not less than the rate set for an inexperienced employee with three months' experience. So does an office employee who holds a diploma from an accredited business college or the commercial department of a high school. The same concept is seen in the definition in Quebec, in that an employee engaged at labour requiring training may not be classed as inexperienced.

A different system of learners' rates (not shown in Table IV) is provided in Manitoba. Under the Manitoba general order no special rates for learners are set, but where in the opinion of the Minister of Labour it is reasonable for an employer to employ persons for a training period as learners "to learn the work required of them" he may issue a permit to the employer permitting him to employ learners at an hourly wage less than the minimum hourly rate. The length of the training period and the minimum hourly wages of learners are to be set out in the permit. The minimum wage set may not be less than three-quarters of the minimum hourly rate, and the learning period may not normally be longer than six months. Exceptionally, where employees are paid on a piecework system, on the joint application of the employer and a union representing

the employees, the Minister may extend the period beyond six months. The order also provides:

Where a learner has previously been employed on work that requires training substantially similar to that for which he is employed under a learner's permit, the employer shall pay the learner at the hourly wage set out in the learner's permit only for a period equal to the length of the training period less the length of time the learner has previously been employed as aforesaid. (Section 5 (7)).

The application form for a learner permit specifies that learner permits are granted only when the learner, within a reasonable time after completing training, can qualify for remuneration at a wage substantially higher than the regional minimum rate. Learner permits have been issued with as brief a learning period as two weeks. The usual practice is that the initial learner's rate is 75 per cent of the regular minimum rate, with increases at two-month intervals, so that, at the end of six months, the learner is receiving 90 per cent or slightly better.

The Minister may fix at not more than 25 per cent the proportion of operating employees, excluding supervisors, that an employer may employ in his establishment as learners. At December 31, 1956, learner permits were in effect for 40 employers in the urban area and 41 in the rural area. In many cases the permit is in respect to a named individual. In other cases, particularly in the needlework industry, permits are issued on a continuing basis.

**TABLE V.—DEFINITION OF LEARNER IN THE BRITISH COLUMBIA ORDERS FOR THE MANUFACTURING INDUSTRY, THE MERCANTILE INDUSTRY AND OFFICE OCCUPATIONS, AND APPLICABLE MINIMUM WAGE RATES, SHOWING PERCENTAGE RELATION OF THE STARTING RATE FOR A LEARNER TO THE RATE FOR AN EXPERIENCED EMPLOYEE**

Order	Definition of Learner	Learners' Hourly Rates	Percentage Relation of Starting Rate to Rate for Experienced Employee
Manufacturing: Order No. 25 (1956)	An employee who has worked less than 6 weeks in the manufacturing industry in the class of employment for which he is hired by the employer <sup>1</sup> .	1st 2 weeks, 45¢ an hour 2nd 2 weeks, 50¢ an hour 3rd 2 weeks, 55¢ an hour	Male employees, 60% Female employees, 75%
Mercantile industry: Order No. 24 (1956)	An employee who has worked less than 6 weeks in the mercantile industry in the class of employment for which he is hired by the employer <sup>1</sup> .	1st 2 weeks, 45¢ an hour 2nd 2 weeks, 50¢ an hour 3rd 2 weeks, 55¢ an hour	69%
Office occupation: Order No. 24 (1956)	An employee who has worked less than 2 months in the office occupation in the class of employment for which he is hired by the employer <sup>1</sup> .	1st month, 55¢ an hour 2nd month, 65¢ an hour	73%

<sup>1</sup> No one may be paid as a learner unless the administering board has issued an individual learners' permit to him.

The use of the category "inexperienced" with lower minimum rates is thus seen to be used more frequently in orders dealing with female employees than with male employees (since they are provided with respect to female workers in five provinces and with respect to male and female workers in only two); the learning period varies in length from two weeks to six months; and the minimum starting rate for an inexperienced employee varies from about 60 per cent to about 85 per cent of the minimum rate of an experienced employee. A number of methods of regulating payment of the "inexperienced" rate are adopted in the orders: individual employee's permits in British Columbia; an employer's permit to pay a learning rate in Manitoba; provision that the learner's rate may not be paid for certain kinds of work for which a long period of on-the-job training is not deemed to be required (in Ontario) or to persons who have already received certain types of training (in Ontario and Nova Scotia); or the use of the percentage limitation restricting the proportion of employees in an establishment who may be on the learner's rate at any one time to one fifth or one quarter of the total number of female employees (in Alberta, Nova Scotia and Ontario) or of the total number of employees of both sexes (in Manitoba and Quebec).

**Lower minimum wage rates on the basis of age**—In the Newfoundland, Manitoba and Saskatchewan orders, and in the Alberta order for male employees, the minimum wage rates shown in Table I do not apply to employees under a certain age. In the Newfoundland orders the age requirement is 17 years and no minimum wage is set for younger employees. In Manitoba and Saskatchewan it is 18 years and in Alberta 19 years, and lower rates are set for employees below those ages, as shown in Table VI.

In Nova Scotia, New Brunswick and Ontario, where the general orders apply to female employees only, and in the Alberta orders for female employees, no age requirement is set for entitlement to the minimum wage. Neither is there an age limit set in Quebec, where the general rate applies to both male and female employees, nor in the British Columbia orders. However in both Quebec and British Columbia there are special orders or special provisions in orders relating to some of the occupations in which young persons are commonly found, setting lower rates for those occupations.

**Rates for part-time employees**—Where the minimum wage is set on a weekly basis—in Nova Scotia, Ontario, Saskatchewan and Alberta—hourly rates are set for part-time workers.

**TABLE VI.—MINIMUM WAGE RATES ESTABLISHED IN THE GENERAL ORDERS FOR YOUNG WORKERS IN ALBERTA, SASKATCHEWAN AND MANITOBA, SHOWING RELATION OF YOUNG WORKER RATE TO ADULT WORKER RATE**

Province and Order	Age at which Minimum Rate for Adults is Applicable	Minimum Wage Rate for Younger Workers	Relation of Young Worker Rate to Adult Worker Rate
<b>ALBERTA</b>			
Order 17 ( <i>male</i> employees in cities and towns over 5,000 pop.)	19	Under age 17, \$20 a week Over 17, under 18, \$22 a week Over 18, under 19, \$26 a week	Under age 17, \$10 less a week Over 17, under 18, \$8 less a week Over 18, under 19, \$4 less a week
Order 1 ( <i>male</i> employees in rest of province)	19	Under age 17, \$16 a week Over 17, under 18, \$18 a week Over 18, under 19, \$22 a week	Under age 17, \$10 less a week Over 17, under 18, \$8 less a week Over 18, under 19, \$4 less a week
<b>SASKATCHEWAN</b>			
Order 1 ( <i>male</i> and <i>female</i> employees in cities and larger towns)	18	Under age 18, \$28 a week	\$2 less a week
Order 4 ( <i>male</i> and <i>female</i> employees in rest of province)	18	Under age 18, \$27 a week	\$2 less a week
<b>MANITOBA</b>			
General Order 3/57 ( <i>male</i> and <i>female</i> employees)	18	Under age 18, male employees 48¢ an hour; female employees, 48¢ an hour	Male employees, 12¢ less an hour (\$5.28 less for a 44-hour week) Female employees in cities, 10¢ less an hour (\$1.40 less for a 44-hour week) Female employees in rural areas, 6¢ less an hour (\$2.64 less for a 44-hour week)

In Nova Scotia and Ontario, a part-time employee (i.e., one whose employment is for periods less than the normal daily or weekly work period established by custom of her employer) is to be paid not less than an hourly rate calculated by dividing the weekly wage for an experienced worker in the zone by 48 hours or the normal weekly working hours of the employer if less than 48. That is, the part-time employee is paid at a rate proportionate to the rate for a full-time employee, but a part-time employee may not be classified as inexperienced.

In Saskatchewan and Alberta part-time employees are defined as those who work less than a certain number of hours per week, and an hourly rate is set for them which is higher than the hourly rate of an employee at the minimum weekly rate who works the maximum number of hours permitted at that rate. The part-time rates in Saskatchewan and Alberta are set out in Table VII.

**Daily guarantee provisions**—Most of the general orders (all except those of New Brunswick and Newfoundland) contain some kind of a "daily guarantee" provision requiring that if an employee is called to work he is to be paid for at least a certain number of hours, even if he does not work or works a shorter period.

In the general orders of Quebec, Manitoba and Saskatchewan, the period for which an employee reporting for work must be paid is three hours, at the minimum rate. In Nova Scotia, Ontario and Alberta it is four hours, at the minimum rate. In the Ontario and Saskatchewan orders, and in the Alberta

orders for women, the requirement is stated only in respect to part-time workers.

The British Columbia daily guarantee provision, which appears in the manufacturing, mercantile and office orders, and in all other orders which have been recently revised, is different in that the guaranteed wage is not in terms of the minimum wage rate but in terms of the employee's regular rate, and a distinction is made between an employee who does not start work and one who does. An employee who reports to work on the call of the employer is entitled to two hours' pay at his regular rate, and if he starts work, to four hours' pay at his regular rate, even if he works less than four hours.

**Deductions or charges for uniforms**—The provision of uniforms is dealt with in the general orders in Ontario, Manitoba and Nova Scotia and in the two general orders for women workers in Alberta. In British Columbia, there is a special minimum wage order dealing with uniforms which is applicable to all occupations under the Act. The Ontario, Alberta and Nova Scotia orders prohibit an employer from making deductions from the minimum wage for the provision, use and laundering of uniforms. In Nova Scotia it is further stipulated that if the employee is required to launder the uniform herself she must be compensated for such work at the prevailing laundry rates.

The Manitoba regulations state that where an employer expresses a preference that workers wear or use any specified kind of clothing or equipment, or where the Minister of Labour considers it necessary,

**TABLE VII.—MINIMUM WAGE RATES FOR PART-TIME EMPLOYEES ESTABLISHED IN THE GENERAL ORDERS IN SASKATCHEWAN AND ALBERTA, SHOWING RELATION TO RATE FOR FULL-TIME EMPLOYEES**

Province and Order	Definition of Part-time Employee	Minimum Rate per Hour	Relation to Full-time Rate
<b>SASKATCHEWAN</b>			
Order 1 ( <i>male and female employees in cities and larger towns</i> )	An employee whose weekly working hours are less than 36.	80¢ <sup>1</sup>	Slightly higher than weekly minimum wage divided by 44 hours.
Order 4 ( <i>male and female employees in rest of province</i> )	As in Order 1.	70¢ <sup>1</sup>	
<b>ALBERTA</b>			
Order 17 ( <i>male employees in cities and towns over 5,000 pop.</i> )	An employee whose weekly working hours are less than 40.	75¢ <sup>1</sup>	Weekly minimum wage divided by 40 hours.
Order 1 ( <i>male employees in rest of province</i> )	As in Order 17.	65¢ <sup>1</sup>	
Order 19 ( <i>female employees in cities and towns over 5,000 pop.</i> )	As in Order 17.	70¢	
Order 2 ( <i>female employees in rest of province</i> ).	As in Order 17.	60¢	

<sup>1</sup> Lower rates are set for part-time male employees under age 19 in Alberta and for part-time employees of either sex under age 18 in Saskatchewan.

it must be furnished and maintained by the employer without cost to the workers. Deductions for furnishing and maintaining uniforms may be made, however, in the case of employees whose wage rate, if calculated on an hourly basis, would be greater than the applicable minimum overtime rate, i.e., more than 87 cents an hour for women in urban areas and more than 90 cents an hour for men. However, no charge may be made for furnishing, laundering or maintaining uniforms, clothing or equipment which would reduce the employee's remuneration below the applicable minimum hourly rate. If the Minister considers that an employee is being charged too much for any of these services he may fix or limit the deduction or prohibit the employer from making any charge or collection.

The special order regarding the cost and upkeep of uniforms in British Columbia provides that when an employee is required by the employer to wear a uniform it must be furnished, laundered and repaired free of cost to the employee and no deductions may be made from the employee's wages for the uniform or any other charges made whatsoever. The board may, however, on application of the employer and employees, authorize a different arrangement with respect to the provision, laundering and repairing of uniforms.

Except in British Columbia, the effect of the provisions regarding uniforms is to protect the minimum rate from deductions. The British Columbia order goes further and prohibits deductions from *wages* including those above the minimum.

Also relevant is the provision in the general order in Quebec prohibiting deductions from the minimum wage except those authorized by statute or court order.

**Protection of minimum weekly earnings in a week in which a statutory holiday occurs**—In four provinces, Nova Scotia, Alberta, Manitoba and Saskatchewan, the general orders provide that wages may not be reduced below the usual minimum when a statutory holiday occurs during the week, and the Saskatchewan orders go beyond this to deal with the matter of statutory holidays in a more general way.

In Nova Scotia, where the minimum wage rate is set on a weekly basis, the general order for women provides that there shall be no deduction from the minimum wages for time not worked on a statutory holiday. Similarly, in Alberta, the general orders provide that in the case of an employee normally working 40 hours or more per week, his weekly wage may not be reduced below the prescribed minimum wage by deduction for time not

worked on any one statutory holiday in a week if the employer's place of business was not open for business on the holiday.

In Manitoba, where the minimum wage rate is set on an hourly basis, the general order names seven statutory holidays. If one of these falls on a day on which an employee would otherwise be required to work, and the employee does not work on the holiday but has worked all the rest of the week, or been absent with the consent of the employer or by reason of established illness, in determining the minimum wage to which he is entitled for that week it shall be presumed that he worked his regular hours on the holiday. For example, if he normally works a 40-hour week his weekly wage could not be reduced below \$24 (40 x the minimum hourly rate of 60 cents). There is, in addition, other legislation in Manitoba dealing with statutory holidays which places a further obligation on employers in the urban areas. A provision in the Employment Standards Act, applicable only to employment in urban areas, provides that if an employee does not work on one of the seven named holidays, he shall be paid his regular wages for that day, and if he does work, he is to be paid at the rate of one and one-half times his regular rate.

In the Saskatchewan general orders, the provision concerning statutory holidays is not so much a rule to protect the minimum wage as a general rule granting statutory holidays with pay. Eight holidays are named in the orders, and it is provided that if an employee does not work on one of these days, he is to be paid his full wages, and if he does work, his full wages plus one and one-half times his full wages.

In the other provinces, British Columbia, Ontario, Quebec, New Brunswick and Newfoundland, no provision is made to protect minimum weekly earnings in a week in which a holiday occurs.

**Deductions or charges for board and lodging**—In Alberta, Manitoba, Ontario and Nova Scotia, the general orders contain specific provisions relating to charges for Board and lodging furnished by an employer to an employee (Table VIII). In Saskatchewan and New Brunswick, board and lodging charges to an employee are regulated in the special orders pertaining to the types of employment in which the practice of "living in" is most prevalent. In British Columbia, maximum deductions or charges are not set in any of the orders, but the Board has authority to investigate rates charged, and its authority is stated in the relevant special orders. In Quebec no maximum price is established, but the

general rule is that deductions may not be made from the minimum wage payable to an employee except the deductions imposed by an Act or a court order. Special provision is made in the order for hotels, hospitals and real estate undertakings to permit the employer to make deductions for meals and lodging under certain conditions.

Where a value is set on board and lodging in the general orders as shown in Table VIII, the amount set is not an absolute limit on the charge an employer may place on meals furnished to his employee, but is the amount by which the minimum wage may be reduced by such charges. There is additional authority in the Manitoba general order for the Minister of Labour to determine that meals or lodging are inadequate or unsuitable, or that the employer is overcharging, and in such cases to fix the amount of the deductions or prohibit deductions.

The spread between \$6 and \$10 per week allowable deductions has the effect of creating even greater differences in the protected minimum pay of an employee to whom board and lodging is provided by the employer than exists in the minimum wage rate proper. A woman employee at the minimum rate and maximum deduction for board and lodging would receive the following:

- In Edmonton, \$28 - \$6 = \$22
- In Winnipeg, \$25.52 - \$10 = \$15.52  
(\$25.52 = 44 hours at 58 cents per hour)
- In Toronto, \$22 - \$10 = \$12
- In Halifax, \$16.80 - \$7 = \$9.80

**Posting of orders and pay statement provisions**—In order that an employee may know what his legal minimum wage is, the Acts or orders generally require employers to post the applicable order in a prominent place on the work premises. In Manitoba, the employer is required to distribute copies of the order instead of posting it, and is relieved of this obligation if his employees are represented by a union which acts as their bargaining agent.

In Quebec, Manitoba and Saskatchewan there are, in addition, pay statement provisions regarding the information an employer is required to furnish an employee when his wages are paid.

In General Order 4 in Quebec it is provided that every employee must receive with his pay a statement showing (a) his name; (b) the pay period; (c) the total number of his hours of work and his overtime shown separately; (d) his wage rate; (e) the wages earned; (f) the amount of deduction and (g) his take-home pay. The statement is not required if the employee is on a weekly, monthly or yearly wage and receiving, even if not working a full week, a weekly wage of at least \$50 in Zone 1 and \$45 in Zones 2 and 3.

In Saskatchewan, Order 12 (1957) requires all employers to whom minimum wage orders apply to provide each employee a pay statement with his wages including (a) his name; (b) commencing and ending dates of the period for which the payment of wages is being made; (c) number of hours for which payment is made; (d) rate of wages; (e) category or class of employment for which payment of wages is made;

**TABLE VIII.—BOARD AND LODGING PROVISIONS IN THE GENERAL ORDERS IN NOVA SCOTIA, ONTARIO, MANITOBA AND ALBERTA**

Province and Order	Board and Lodging, 1 Week	Board, 1 Week	Lodging, 1 Week	Single Meal
<b>NOVA SCOTIA</b> General order for <i>female</i> employees in cities and incorporated towns.	\$7.00 <sup>1</sup>	\$5.00 <sup>1</sup>	\$2.00 <sup>1</sup>	25¢ <sup>1</sup>
<b>ONTARIO</b> Reg. 295 (general order for <i>female</i> employees) Zones 1 and 2.....	\$10.00 <sup>1</sup>	\$7.00 <sup>1</sup>	\$3.00 <sup>1</sup>	35¢ <sup>1</sup>
Zone 3.....	\$8.00 <sup>1</sup>	\$6.00 <sup>1</sup>	\$2.00 <sup>1</sup>	30¢ <sup>1</sup>
<b>MANITOBA</b> Man. Reg. 3/57 (general order for <i>male</i> and <i>female</i> employees).....	\$10.00 <sup>2</sup>	\$7.00 <sup>2</sup>	\$3.00 <sup>2</sup>	35¢ <sup>2</sup>
<b>ALBERTA</b> Orders 2, 19, 1, 17 (general orders for <i>male</i> and <i>female</i> employees).....	\$6.00 <sup>1</sup>	\$4.50 <sup>1</sup>	\$1.50 <sup>1</sup>	25¢ <sup>1</sup>

<sup>1</sup> This is the maximum amount by which the wages of an employee may be reduced below the prescribed minimum wage by deduction or otherwise.

<sup>2</sup> This is the maximum amount an employer whose business does not include furnishing meals to customers may deduct from the wages of the employee for meals, plus the allowable lodging deduction applicable to all employers under the order. An employer whose business includes the furnishing of meals to customers may not deduct from the wages of the employee more than half of the charge that would be made to a customer for the same meals.



(i) amount of total wages; (g) itemized statement of deductions made from wages; (h) actual amount of payment made. Employers may be exempted from the provision by the Chairman of the Board.

In Manitoba, Section 5(4) of the Employment Standards Act provides that an employer shall provide a pay statement on the written request of the employee made at least three days before wages are paid.

## Part II—Special Orders

The special orders, the employees covered by each order, and the minimum wage set are shown in Table IX. Provisions in the general orders in Quebec and Saskatchewan which apply to particular occupations and

are therefore comparable with the special orders are shown in Table X, and similar information for the British Columbia orders not covered in Table II is shown in Tables XI to XV.

**TABLE IX.—THE SPECIAL MINIMUM WAGE ORDERS, SHOWING COVERAGE AND MINIMUM WAGE RATE**

Province and Order	Coverage (in general terms)	Minimum Wage Rate
<b>NEW BRUNSWICK</b> Hotel and restaurant order (Sept. 1, 1957)	Female employees in hotels, tourist homes, tourist cabins, and restaurants.	45¢ an hour
Canning and processing order (Aug. 1, 1956)	Male employees engaged in the canning or processing of fish, vegetables or fruits.	65¢ an hour
<b>NOVA SCOTIA</b> Beauty parlour order (March 2, 1955 as amended)	Female employees in beauty parlours.	\$16.80 a week, Zone 1 \$15.80 a week, Zone 2 \$14.80 a week, Zone 3
Hotels and restaurants order (July 16, 1952)	Female employees in hotels, restaurants and lunch stands within 20 miles of incorporated towns or cities between July 1 and September 30.	\$16.80 a week, Zone 1 \$15.80 a week, Zone 2 \$14.80 a week, Zone 3
Fishing industry order (Sept. 9, 1953)	Female employees engaged in washing, preparing, preserving, drying, curing, smoking, packing, cutting or otherwise adapting fish for sale, shipment or use.	35¢ an hour
<b>QUEBEC</b> Forest operations order (No. 39, 1957)	Employees engaged in felling trees, making and transporting timber and wood and in transporting logs by driving or otherwise from the cutting area to the delivery point; or in upkeep of the forest or reforestation.	Daily rates are set for six categories of employees.  I, cooks, teamsters, tradesmen: cook in camp of 50 persons or more.....\$ 7.50 kitchen help..... 4.20 teamsters..... 6.60 truck and tractor drivers, mechanics or carpenters..... 7.00 II, pulpwood operations..... 6.50 III, firewood operations..... 5.20 IV, sawlogs..... 5.50 V, driving..... 8.00 VI, apprentices and incapacitated... 5.20 Other rates are set for specific types of work in each category, and piece rates are set in categories II, III, and IV.
Hotels, restaurants, hospitals, and real estate undertakings order, (No. 40, 1957)	Employees in hotels (including staff houses, motels, lodging houses having at least 5 bedrooms to let), restaurants, hospitals and real estate undertakings (including apartment buildings and office buildings)	55¢ an hour, Zone 1 50¢ an hour, Zone 2 45¢ an hour, Zone 3 Special rates are also set for bell boys, office boys, messengers, pin boys, boot blacks; for chauffeurs, watchmen, stationary enginemen and firemen; and for caretakers and janitors.
Municipal and school corporations order, (No. 41, 1953)	Employees of municipal and school corporations.	51¢ an hour, Zone 1 <sup>1</sup> 46¢ an hour, Zone 2 41¢ an hour, Zone 3 Special rates are set for watchmen, inexperienced employees, office boys and messengers, secretaries of school corporations or local or county municipalities, and caretakers, attendance officers, school teachers.

**TABLE IX.—THE SPECIAL MINIMUM WAGE ORDERS, SHOWING COVERAGE AND MINIMUM WAGE RATE**

Province and Order	Coverage (in general terms)	Minimum Wage Rate
<b>SASKATCHEWAN</b>		
Hotels and restaurants orders, (No. 2, 1957 and No. 5, 1957)	Employees in hotels and restaurants in cities and larger towns in rest of province	\$30 a week \$29 a week
Educational institutions, hospitals, nursing homes orders, (No. 3, 1957 and No. 6, 1957)	Employees in educational institutions, hospitals, nursing homes, with some exceptions in cities and larger towns in rest of province	\$30 a week \$29 a week
Janitors and caretakers in residential buildings order, (No. 7, 1957)	Janitors and caretakers in residential buildings throughout the province	\$40 a week (48 hours or more a week) 85¢ an hour (others)
Truck drivers order, (No. 8, 1957)	Drivers of public service or commercial vehicles of 2,000 lbs. net weight or over, and their swamper or helpers, throughout the province	85¢ an hour or 3¢ per mile, whichever is greater (drivers) 85¢ an hour (swampers or helpers)
Logging and lumbering order, (No. 9, 1957)	Employees engaged in logging and lumbering, river driving, rafting, booming, cutting and hewing and cooks, cookees, bull cooks and watchmen; and employees in any factory operated as an adjunct thereto.	70¢ an hour (employees except cooks, cookees, bull cooks and watchmen) \$135 a month (cooks, cookees, bull cooks and watchmen)
Amusement places order, (No. 10, 1957)	Employees in any swimming pool, bowling alley, billiard hall, skating rink, curling rink, dance hall, theatre, municipal playground, shooting gallery, etc., throughout the province.	\$30 a week. 80¢ an hour (janitors in cities working less than 36 hours per week.)
Oil well drilling order, (No. 11, 1957)	Employees engaged in the operation of an oil well drilling rig, but not those employed on any core drilling rig or in oil well servicing or in exploration work.	70¢ an hour
<b>ALBERTA</b>		
Delivery or messenger and part-time student order, (No. 8, 1949)	Employees engaged in delivery or messenger work, on bicycles or on foot, and students in any employment on a part time basis.	25¢ an hour (delivery work, under age 17) 36¢ an hour (delivery work, age 17 and over) 40¢ an hour (students under age 17) 50¢ an hour (students age 17 and over)
Female employees in public commercial telephone exchanges order, (No. 9, 1942)	Female employees in public commercial telephone exchanges and branch exchanges throughout the province, but not employees of a rural exchange serving less than 100 subscribers.	\$14 a week 30¢ an hour (part-time employees)
Cooks and night watchmen in camps order, (No. 13, 1949)	Cooks, cookees, bull cooks, flunkies, barn bosses and night watchmen in lumber industry camps and other camps operating in rural districts more than 10 miles from a city or in towns and villages of less than 1,000 pop.	55¢ an hour

<sup>1</sup> Zones in Order 41 are not exactly as in General Order 4 as defined in Table III. Zone 1 is as in Order 4; Zone 2 is roughly all cities over 10,000 pop.; Zone 3 is the rest of the province.

(Continued on page 414)

# Canadian Conference on Education

Resolutions adopted at week-long meeting call for increased financial support for education by governments, business and industry. Three resolutions suggest rearrangement of federal-provincial agreements

Increased financial support for education, by governments, business and industry, was urged in a number of the 32 resolutions adopted at the Canadian Conference on Education held in Ottawa February 16 to 20.

There were 13 resolutions that, directly or indirectly, called for the spending of more money on education.

One resolution urged that teachers' salaries be raised to a level commensurate with those in other professions where similar qualifications are required.

Three resolutions called for a rearrangement of agreements between the federal and provincial governments for the financing of education. In support of this resolution, Dr. J. D. Ayers, Research Director, Canadian Teachers' Federation, reported that since 1947 total expenditure on education in Canada had risen 190 per cent but while contributions by provincial governments had climbed 252 per cent and those by municipal governments by 203 per cent, federal government contributions had increased by only about 59 per cent.

Other measures recommended in resolutions included: the establishment of a national committee, which would include engineering and scientific representatives, to examine the development of a national policy for promotion of basic research, particularly by the universities; the provision of funds by the Canada Council for the institution of a research program in the social sciences, the humanities, and law; and the expansion by departments of education of facilities for technological education.

It was decided to make representations to the appropriate authorities urging that the annual federal grants to universities and colleges be made on a more realistic and equitable basis, bearing in mind the increasing number of students in proportion to population and the rising cost per student.

## Dr. Eugene Forsey

The quality of Canadian education was severely criticized by Dr. Eugene Forsey, Research Director of the Canadian Labour Congress, in an address during one of the panel discussions. He also deplored the way in which the scarce resources of the high schools and universities were being

wasted on students who were either too dull or too indolent to profit by the education they were getting.

We are doing a lot of the wrong things, and not getting the best for the money we are spending. We are not worrying enough about the people who are going on to university, and shouldn't. Nor about those who come out of a university with a degree, and shouldn't. We are not nearly worried enough that the universities are using part of their scarce resources to do the work that high schools should be doing.

Dr. Forsey called the public "stupid and lazy" for tolerating such things. He asked whether we are really trying to educate our children, or whether we were merely putting them in a public building, and periodically moving them to a more elaborate and impressive public building.

The speaker complained that while good work was being done in catering to the dull children and to the gifted children, the "average" children were being neglected.

## A. L. Hepworth

The prevalence of the 40-hour week, notwithstanding that it applies by no means to all Canadian workers, has given many the impression that working people have more leisure time than they really have, said A. L. Hepworth, Director of the Education and Research Department of the Canadian Brotherhood of Railway Employees and Other Transport Workers, who addressed the conference on the topic "Meeting Leisure Time Needs of Working People".

He pointed out that in the manufacturing industry, which generally had the best working conditions, about 35 per cent of the employees worked more than 40 hours a week. The fact that many of them were on shift work also narrowed their power to arrange their leisure time to advantage.

"The fact that working people, almost by definition, are comparatively low paid also has an effect on the leisure time available," Mr. Hepworth said. Because their earnings were low they often had to live under conditions that made it difficult for them to find that privacy which was essential for concentrated study or serious reading. In this the mode of living of working people was in contrast to that of professional men, executives, and others who were sometimes said to be among those who worked the longest hours.

As to vacations, "only a small fraction of industrial workers enjoy three weeks vacation a year and a substantial number still receive only one week," Mr. Hepworth said.

"The spare time of many workers, including clerks, teachers and service industry employees as well as those in factories," he went on, "is being used to enlarge the pay envelope, or rather to provide a second one," in spite of the opposition of the unions to "moonlighting".

But notwithstanding these limitations on the leisure time enjoyed by working people, the speaker said that "in the union movement we have cause to know that workers do have leisure time and that a great many of them are using it positively". Despite the growth in the number of paid union officials, "most of the work of unions is still done on a voluntary basis by men and women who do a normal day's work for their employer."

### Douglas LePan

Two fundamental developments that could have "an organizing effect on thinking about our economic prospects and which are highly pertinent for any discussion of the relation between education and economic growth over the next few decades" were pointed out by Douglas LePan. (Mr. LePan was the Secretary and Director of Research for the Gordon Commission.)

The two developments were: first, the insistence on the responsibility of governments for maintaining full employment, in Canada as well as in other countries of the Western world, has had, and will continue to have, the effect of making labour relatively scarce; and, second, the acceleration in the rate of scientific and technological change.

In Mr. LePan's opinion the combined effect of these two developments is "that the industries most likely to compete successfully for workers and capital will be those that can be adapted to large-scale production and can mechanize their operations". Such industries, he said, would be able to earn higher profits, pay higher wages and offer better working conditions to their employees than industries less favourably placed.

Education, the speaker said, is one of the service industries; and during the past few decades the service industries had not shown so rapid a rate of increase in productivity as had been attained in other sectors of the economy. Such industries used a large amount of labour in relation to capital—they were "labour-intensive". Education as an "industry" was highly labour-intensive, Mr. LePan pointed out.

The consequence of this was that the relative cost of education would rise, since the salaries paid to teachers would have to keep roughly in step with the general level of wages and salaries. Education was also going to cost more than in the past because more of our people would have to be educated.

It would be inappropriate to expect Canadian industry to become primarily responsible for supporting Canadian education merely because one of the effects of education is to prepare the trained manpower which industry will increasingly require. The community as a whole must also concern itself with the problems of education for the reason that, as a labour-intensive industry with only slowly increasing productivity, it is likely to be left behind in the competitive struggle if its fortunes are allowed to be determined in any large measure by the arbitration of the market place.

Considering the question of how the community as a whole could be brought to assess education at its true value, and to see that it received adequate financial support, Mr. LePan said that he was "inclined to be sceptical whether success will ever come through emphasizing incessantly education's long-run importance for continued economic growth".

No, if education is to be valued by the community at its proper worth it must be presented in the full majesty of its own intrinsic claims...there is something perverse, it seems to me, in regarding education for too long in terms of economic categories exclusively.

### H. H. Kerr

H. H. Kerr, Principal of the Ryerson Institute of Technology, told the conference that although there was a shortage of engineers, there was a greater shortage of well-qualified engineering technologists and the means to train them. It is estimated, he said, that industry needs one and a half engineering technologists for each qualified engineer, "but this objective has not been achieved, not even in Russia".

Engineering technologists, he explained, go through a more specialized course of training than an engineer, and they may know more about some particular branch of engineering, although they possess less general knowledge.

He outlined the methods of financing technical institutes followed in several different countries, and in Ontario.

Like universities and colleges, institutes seldom find public resources sufficient to meet their needs. It is no secret that those directly concerned with financing of the institutes believe that the federal Government should give some financial aid. It is doubtful if Canada will witness much expansion in this field until such assistance is forthcoming.

## Dr. E. F. Sheffield

"Demand and Supply in the Teaching Profession" was the subject of the address by Dr. E. F. Sheffield, Director, Education Division, Dominion Bureau of Statistics.

An additional 9,000 elementary school teachers would have been required in 1955-56 to eliminate overcrowding, he said. Replacements needed in the period 1956 to 1969 will total 263,800 but, if present rates of attendance at teacher-training institutions continue, it appears likely that those producing elementary school teachers will meet only somewhat more than half the demand in the next ten to twelve years.

Required replacements of secondary school teachers in the years 1956 to 1969 will number 39,000, making a total demand for the period of 64,800. Institutions preparing secondary school teachers may satisfy only about a quarter of the demand, he said.

Dr. Sheffield issued a plea for caution in interpretation of these figures, however, because so many of the factors involved in demand and supply are difficult to predict and are subject to change.

## Other Speakers

The education program of the Canadian Labour Congress aims at making better members of the community as well as better trade unionists, said Henry Weisbach, the Ontario Director of Education for the Congress.

Mr. Weisbach said that the CLC this year will sponsor 50 weekend institutes, 30 workshops on special subjects, and a course for full-time paid union employees. In addition the CLC will hold seven one-week intensive and extensive summer schools this year, he said.

Primary school teachers should not be paid 10 per cent less than a sweeper in an automobile factory; education is not a frill; it is not good enough to wring our hands and say that Russia is outstripping us; these were some of the views expressed by William C. MacDonald, Windsor, Canadian Director for the United Automobile Workers.

He asserted that "in the age of technology we must get away from the concept of the little red school house". Too little is being spent on education, and the salaries of the teaching profession should be raised to attract people who have the capabilities and devotion required, he said. He emphasized that labour unions have long taken the stand that educational opportunities should not have a price tag attached.

"Canada is the most backward country in the Western world as far as the provision of scholarships is concerned. Labour unions approve the principle of a rotating fund from which university students may borrow on a repayment of loans when they go to work after graduation," Mr. MacDonald said.

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# Industrial Fatalities in Canada during Fourth Quarter of 1957

Deaths from industrial accidents\* decreased by 69 from the previous three-month period. Of the 311 fatalities in the quarter, largest number, 75, occurred in construction, and next largest, 52, in mining

There were 311† industrial fatalities in Canada in the fourth quarter of 1957, according to the latest reports received by the Department of Labour. This is a de-

crease of 69 from the previous quarter, in which 380 were recorded, including 54 in a supplementary list.

During the fourth quarter there was one accident that resulted in the deaths of three or more persons. On October 2, four employees of an air transport company were killed at Sovereign Lake, B.C., when their aircraft crashed shortly after take-off.

Grouped by industries (see chart p. 377), the largest number of fatalities, 75, was in construction. This figure comprises 31 in

\*See Tables H-1 and H-2, page 454.

†The number of industrial fatalities that occurred during the fourth quarter of 1957 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 74 fatalities for which no official reports have been received.

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

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

buildings and structures, 23 in miscellaneous construction and 21 in highway and bridge construction. In the same period of 1956, this industry recorded 103 fatalities: 47 in buildings and structures, 35 in highway and bridge construction and 21 in miscellaneous construction. During the third quarter of 1957, 108 fatalities were listed: 42 in miscellaneous construction, 36 in buildings and structures and 30 in highway and bridge construction.

Mining accidents caused the deaths of 52 persons during the quarter under review, 30 in metalliferous mining, 13 in coal mining and 9 in non-metallic mineral mining. In October, November and December of 1956, 92 fatalities were reported in this industry: 46 in coal mining, 36 in metalliferous mining and 10 in non-metallic mineral mining. During the third quarter of 1957 there were 47 fatalities, 34 in metalliferous mining, 12 in non-metallic mining and 1 in coal mining.

During the quarter under review, accidents in the transportation industry were responsible for 50 deaths, of which 14 were in each of the steam railways and local and highway transportation groups, 11 in water transportation and 8 in air transportation. In the same period of 1956, there were 59 deaths reported, including 21 in steam railways, 19 in local and highway transportation and 13 in water transportation. Work

accidents in this industry in the third quarter of 1957 were responsible for 43 deaths, 14 in local and highway transportation, 11 in water transportation, 9 in air transportation and 8 in steam railways.

In manufacturing there were 44 fatalities; of these 8 were in the iron and steel group, 8 in the transportation equipment group and 7 in the wood products group. Injuries in manufacturing during the fourth quarter of 1956 resulted in the deaths of 51 persons, 12 in wood products and 7 in each of the following; food and beverages, paper products, iron and steel products and non-metallic mineral products. Accidents in this industry during July, August and September 1957 cost the lives of 47 persons, including 10 in iron and steel, 8 in transportation equipment and 7 in wood products.

Accidents in the logging industry resulted in the deaths of 26 persons during the fourth quarter of 1957, a decrease of 27 from the 53 recorded during the same period of 1956. In 1957's third quarter 34 lives were lost in this industry.

There were 20 industrial fatalities recorded in agriculture during the quarter under review, a decrease of 12 from the 32 reported during the same period last year. During the third quarter of 1957 accidents in agriculture resulted in the deaths of 32 persons.

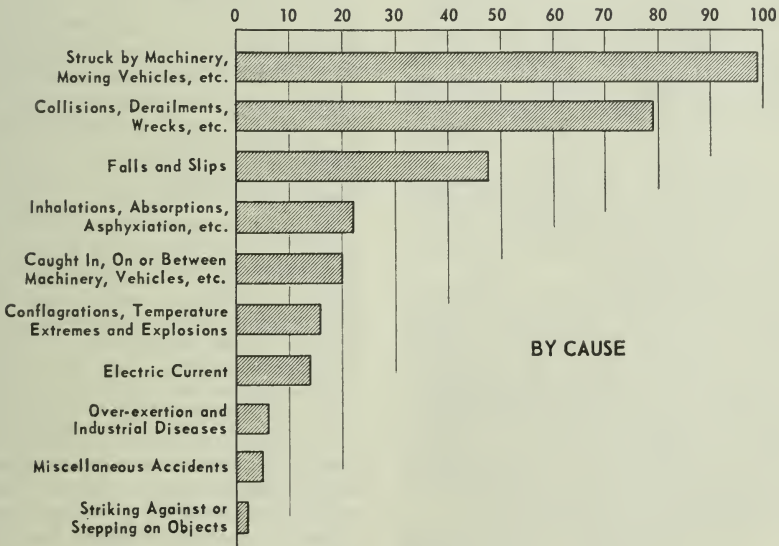
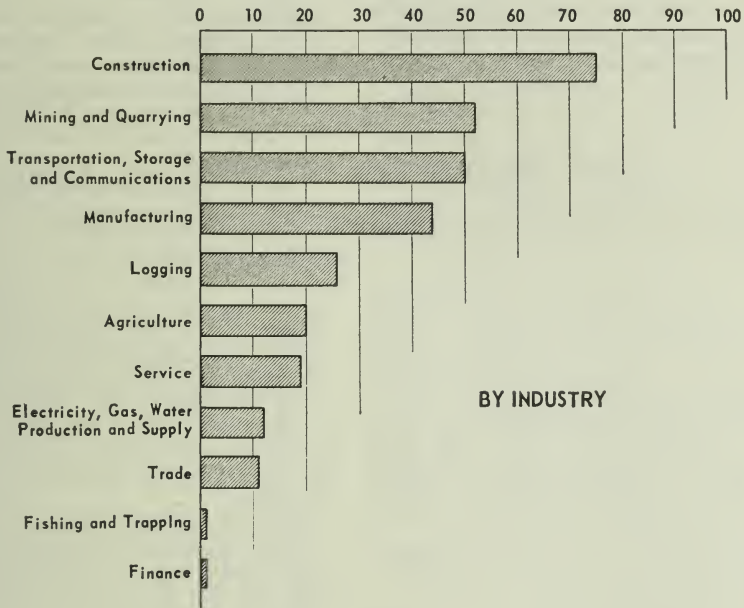
An analysis of the causes of the 311 fatalities recorded during the quarter (see chart p. 377) shows that 99 (32 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths, 18, was caused by "automobiles or trucks", 16 by "objects falling in mines or quarries" and 15 "by falling trees or limbs". In the classification "collisions, derailments, wrecks, etc.," 79 fatalities were recorded. These include 44 which resulted from automobile or truck accidents, 14 in which tractors or loadmobiles were involved and 9 that were the result of aircraft crashes. "Falls and slips" were responsible for 48 fatalities during the period, 47 of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 111. In Quebec there were 54 and in British Columbia 53.

During the quarter under review there were 121 fatalities in October, 109 in November and 81 in December.

# INDUSTRIAL FATALITIES IN CANADA

Fourth Quarter of 1957



Source: Economics and Research Branch, Department of Labour.

# Successful Rehabilitation—V

Fifth in a series of articles describing the success in rehabilitation that can be achieved through co-ordination of services in a community

*The following article, written by Morton Wilson, Prairie Regional Public Relations Officer, Unemployment Insurance Commission, is the fifth in a series describing the success in rehabilitation that can be achieved through co-ordination or rehabilitation services throughout a community.*

*These articles illustrate that the particular demands of any job—the unique combination of skill, aptitudes and attitude required in the worker—can often be met by a disabled person, not by coincidence but by a precise matching of the person to the job.*

The story of Jean has a tragic beginning.

She became the victim of a terrible, crippling accident when, one day, on her way to work in Moose Jaw, she decided to save time by taking a short-cut through the railway yards. The discovery that a standing freight train blocked her way failed to daunt this young lady of 18 years. With all the spirit and energy of youth, she swung herself up between two cars in order to continue on her way.

Suddenly, the train shunted forward, throwing her to the rails; the wheels of a freight car passed over her.

Jean's legs were severed close to her hips. So close to the hips, in fact, that it was found impossible to fit her with artificial limbs that would be of any use to her. Here was another great shock, but she courageously faced the realization that she was very badly crippled, and set herself with determination to the task of keeping busy.

Her chief concern at first was that of mastering the use of her wheel chair. After that, her cheerfulness and fine personality soon completed her return into the social life of the community.

Jean moved with her parents to Calgary, and soon was busy in the work of helping handicapped people like herself. Before long, she was elected to the executive of the Calgary branch of the Rehabilitation Association of Alberta. It was in Calgary, too, that she began to think of employment, and was called before a committee of Canadian Vocational Training and National Employment Service representatives.

After much discussion, it was decided that Jean's interests and suitability called for a business course. But this decision only created another obstacle for the National Employment Service; every business school in the city was located in

the upstairs of some building—and not one of these buildings had an elevator.

When it appeared that Jean's training would have to be postponed, a business school instructor came forward to tutor her. She was given lessons at her home each day. It was a tough job for both pupil and teacher under these circumstances, but eventually Jean gained proficiency at typing and shorthand.

The next step was that of visits to many employers in the business world. Jean was accompanied by an officer of the National Employment Service, who tried to sell her on her own merits. It was a good try, for several employers seemed interested in hiring her. But it didn't work out, because of pension plan and medical plan difficulties—and then there was the possibility of fire to be considered, too. NES officers are certainly not quitters but, had it not been for Jean's courage and good cheer even in the face of defeat, they might well have lost heart.

However, the NES officers learned that the Civil Service Commission needed stenographic help. They lost no time in discussing Jean with the Civil Service and having her complete an application form, so that she could take a Civil Service test. She was given the wonderful assurance that a successful test would win her full consideration for a job in the Service. Finally, after some nervous waiting, she was given the examination.

Jean passed the examination—and with very little difficulty. Immediately afterwards, NES checked several offices which needed a stenographer, and found that an office right in their own building seemed to be the most suitable for Jean. Elevator facilities and a lunch room in the basement of the building were important considerations, but these were only two of the many factors taken into account, for the NES officers sought answers to a number of questions which might be asked—questions which might act against Jean's appointment.

An NES officer visited a wheelchair shop and measured the type of chair used by Jean. The next step was to check these measurements with the width of the office doors, elevator doors and washroom doors, to make sure that changes would not be necessary in order to hire her. A "hitch" developed when the NES officer noted that there was a step inside the washroom, but a chat with the maintenance staff solved the problem; a small ramp was the answer.



Jean was hired. She had come a long way and the road had often been rough, but now she had reached her goal. The NES officer hadn't overlooked a detail, so that any doubts harboured by the personnel officer had soon been dispelled.

But Jean now faced another problem; a girl who had long been living in a world of her own must now adapt herself to meeting new people and working with them. As it turned out, Jean's good cheer and pleasant personality established her popularity in the office in a very short time.

The story of Jean does not end with the rehabilitation of a crippled girl in her new-found employment; she was married not so many months ago. She returned to her job after the honeymoon and after office hours she tackled the task of being a home-maker with the same courage and determination with which she overcame her great handicap in the first place.

"Special Placements" of the NES is proud of its part in helping the victim of a tragedy attain a useful and happy life.

## Canadians Studying in the United States

Latest bulletin in Professional Manpower Series presents analysis by Economics and Research Branch of information on Canadians studying in five scientific fields at United States degree-granting colleges

Of the 4,990 Canadians enrolled at degree-granting institutions in the United States academic year 1955-56, almost 1,600 were following courses in science, engineering, agriculture, architecture and veterinary medicine.

An analysis of information about this group, made by the Economics and Research Branch, has just been published by the Department of Labour.\* Bulletin No. 3 in the Professional Manpower Series, it is entitled *Canadians Studying in the United States*.

Information on the 1,582 students was supplied to the Department by the Institute of International Education in New York. The information was requested about the students in the five fields of study only, because those fields are the ones covered in the Register of Personnel in Scientific and Professions maintained by the Department. For the academic year 1956-57, information on all Canadian students at U.S. colleges and universities was requested and an analysis of this information will be made as soon as possible.

Two main reasons why Canadian students attend United States universities, the bulletin says, are, first, that certain courses offered by American institutions are not available in Canada; and, secondly, that for students in some parts of Canada, especially in Ontario and some of the Western provinces, U.S. institutions are nearer home than Canadian ones.

Canadian students have little difficulty in gaining admittance to universities and colleges in the United States, and Canadian employers are ready to accept graduates from those institutions on the same footing as graduates from Canadian universities.

There is therefore little to prevent Canadians from crossing the border to gain their higher education.

The report points out, however, that from the Canadian national point of view there are a number of disadvantages to the facility with which Canadian students can enrol in U.S. institutions. One of these disadvantages is that the practice reduces the need to provide facilities in Canada. Another is the risk that Canadian graduates of American institutions will take employment in the U.S. and be lost to Canada after they have completed their studies.

Compared with nearly 1,600 Canadians studying science, engineering, agriculture, architecture, or veterinary medicine in the U.S. in the year 1955-56, about 20,000 were studying in those branches of knowledge at that time in Canadian universities and colleges. The number studying science in the U.S. represented about 8 per cent of Canadian enrolment in this field, and the number studying engineering about 6 per cent, the bulletin says.

It adds that "the higher percentage in the sciences is probably due to the fact that more than half the Canadians studying in this field in the U.S. were graduate students who were probably acquiring specialized training not offered in Canada."

The bulletin devotes a chapter to each of the five fields of study, giving information on the age, academic level, province of origin, sources of support and institutions of enrolment of the 1,582 Canadian students in U.S. degree-granting institutions in each field in the year 1955-1956.

Earlier bulletins in the Professional Manpower series were: No. 1—*Trends in Professional Manpower Supplies and Requirements*, No. 2—*Immigrants in Scientific and Technical Professions in Canada*.

\* Available from the Superintendent of Government Publications, Queen's Printer, Ottawa. Price: 25 cents a copy. Catalogue number: 42-2003.

## U. K. Disabled Persons (Employment) Bill

Provision of sheltered employment to be separated from welfare under National Assistance Act and from after-care under Health Service Act. Labour Minister to be made responsible for employment of disabled

Provision of sheltered employment for Britain's disabled, according to the *Manchester Guardian*, is to be separated from welfare under the National Assistance Act, and from after-care under the Health Service Act, and will be brought under legislation dealing specifically with employment of the disabled.

That is the main provision in the Government's Disabled Persons (Employment) Bill, which contains some of the recommendations of Lord Piercy's Committee on the rehabilitation, training and resettlement of disabled persons.

The Bill places the statutory responsibility for supervising local authorities' schemes of sheltered employment for the severely disabled upon the Minister of Labour. Formerly, the responsibility rested with the Minister of Health and the Scottish Secretary.

\* \* \*

Many disabled persons in the province of New Brunswick are currently receiving training in the New Brunswick Technical Institute at Moncton that will fit them for employment through the provisions of the federal Government's Schedule "R".

The Schedule is a section of the Canadian Vocational Training Co-ordination Act through which the federal Government shares with the provinces the cost of providing vocational training for disabled persons.

While used to varying degrees by the provinces, it is apparent where the schedule is applied that disabled persons receiving training under its provisions are able to acquire skills necessary in the labour market.

In New Brunswick, more than 200 persons have already received training under the provisions of the Schedule.

\* \* \*

Representatives of labour unions, management, service clubs, welfare groups, the medical profession, education and religion will be members of the Rehabilitation Advisory Committee being assembled to advance the work of restoring to gainful employment handicapped persons in Moncton, N.B.

There already exists a provincial committee, formed in 1954. The new group is being formed to provide advice and assistance on a more basic level than the provincial committee is able to provide.

\* \* \*

The Ontario Society for Crippled Children is planning to establish a centre for the special treatment and training of incapacitated children.

It is proposed to locate the new centre near Toronto's Sunnybrook Hospital on a 10-acre property, and have it ready to go into operation next year.

The centre will serve 300 out-patients who need particular attention, and will also have facilities for treatment of victims of cerebral palsy, poliomyelitis, paraplegia, spina bifida and muscular dystrophy.

A recreational swimming pool, and a motel where out-of-town guests can be accommodated will also be provided. Several of the organizations now working with crippled children in the Toronto area will likely move to the new centre, which will also seek to encourage research and a better understanding of the causes and prevention of crippling diseases.

A similar centre is being planned for London, Ont., backed by local voluntary groups, service clubs and industry.

\* \* \*

Definite plans for the establishment in Ottawa of a rehabilitation centre, to be devoted to the study of disabled persons and their needs, have now been completed.

March of Dimes officials have offered to contribute \$20,000 to the project, and the institute will open as soon as suitable quarters to house it are found.

\* \* \*

The Eighth World Congress of the International Society for the Welfare of Cripples will be held in New York City for a week, beginning August 29, 1960. The Seventh Congress was held in London, England, in July 1957.

The National Society for Crippled Children and Adults in the United States will act as host and organizer, and will integrate its own 1960 national conference with the ISWC meeting.

# Equal Pay Legislation in U.S.

Last year 15 equal pay bills introduced in Congress, seven in state Legislatures. Amendments to existing laws introduced in four states. Building Service Employees' Union boasts of 18 women business agents

In the United States, 15 equal pay bills were introduced in the 85th Congress and seven were introduced in state legislatures in 1957.

Equal pay laws are now in effect in 16 states and Alaska.

The seven states in which equal pay bills were introduced are: Florida, Indiana, Iowa, Minnesota, Ohio, Utah and Wisconsin. Amendments to existing laws were introduced in Illinois, New Jersey, New York and Pennsylvania. A strengthening amendment was made by the California Legislature and an equal pay resolution adopted by the Nebraska Legislature.

\* \* \*

Equal pay for equal work by men and women was requested in a brief recently submitted to the Ontario Cabinet by the Civil Service Association of Ontario.

The first step towards equal pay in the Ontario Civil Service would be the elimination of classifications that discriminate on the basis of sex, said CSAO President W. C. Harper when presenting the brief.

\* \* \*

The Building Service Employees' International Union (AFL-CIO-CLC) has found in a recent survey conducted by its Department of Education and Research that its members have elected no fewer than 18 women as business agents or executive officers of the Union's locals.

The results of the survey show some revealing details of the "typical" woman leader.

The composite BSEIU woman officer, statistically speaking, has been a union member for an average of seven years. She is most likely to be employed in a school or hospital, and to have a somewhat better than grade school education, although 15 per cent of her sister officers have been to college.

She doesn't mind admitting her age, which is in the 50's more often than not. She is married, most likely to a union member, and sometimes to a union officer. Twenty per cent of the union officers studied

were widows, and 10 per cent unmarried women. The typical officer has two children, on the average.

\* \* \*

An amendment to Austrian maternity protection legislation gives new advantages to expectant mothers in the country's labour force, and to their children.

Under the new terms of the law, expectant mothers cannot be dismissed from their place of work except in specifically outlined cases.

Maternity benefits are paid six weeks before and six weeks after childbirth. If the mother nurses her baby the latter period is increased by two weeks to eight, and in the case of premature birth to 12 weeks.

The maternity benefit equals the average wage paid in the 13th week preceding confinement, less insurance and income tax. Any member so desiring is granted a six-month leave of absence after the expiry of the maternity benefit. Dismissal from employment is forbidden for one month after the baby's birth.

Domestic workers are included in the plan, and cannot be dismissed from their place of employment after the fifth month of pregnancy, and thereafter are entitled to an allowance from the state equal to their previous earnings until six weeks before confinement, when they become entitled to the maternity benefit.

\* \* \*

"Her First Job" and "The Mature Woman Re-entering Employment after a Lapse of Time" were subjects discussed by a panel during a recent all-day forum on women's employment sponsored by the Vancouver Council of Women.

The opening address by Miss E. R. McGee, Supervisor of Employment in the Vancouver office of the National Employment Service, provided information on employment opportunities for women. The summary of the proceedings was made by Mrs. Rex Eaton, OBE, President of the National Council of Women.

# 50 Years Ago This Month

Trend towards lower wages that began in last quarter of 1907 continued during March 1908 while at the same time some wage increases granted

The trend towards lower wages, which began during the last quarter of 1907 under the influence of a slackening of business activity, continued during March 1908. The LABOUR GAZETTE of April reported further wage reduction in a number of industrial establishments.

In Brantford, Ont., some 580 moulders, machinists, blacksmiths, grinders, polishers, woodworkers, and labourers had their wages reduced 10 per cent. The wages of steel workers at Trenton, N.S., were reduced by an unspecified amount, and 1,000 employees of Rhodes, Curry & Co., at Amherst, N.S., had their wages reduced 10 per cent. Iron moulders at Guelph, Ont., took a reduction of 8 per cent. Some 250 labourers employed on railway construction at Moncton had their wages reduced from \$1.60 to \$1.50 a day.

Simultaneously the trend towards a rise in the wages of other employees also continued. Elevator men employed by the Dominion Government in Ottawa received an increase of \$5 a month. In Toronto the Brewery Workers Union and the Master Brewers Association reached an agreement under which there was to be no change in pay during the current year, but an all-round increase of 25 cents a week the next year and another of the same amount the year after that.

After a conciliation board appointed by the Minister of Labour under the Industrial Disputes Investigation Act had succeeded in settling a dispute between the Dominion Coal Co. and its employees in Cape Breton Island towards the end of March, the Sub-Council of the Grand Lodge of the Provincial Workmen's Association unanimously passed an address to the members of the conciliation board thanking them for their services. The address expressed appreciation of the great ability, large knowledge of the facts of the case, and spirit of fairness shown by the board during the investigation.

The report of the commission appointed to investigate the Quebec Bridge disaster (L.G., Sept. 1957, p. 1070) was presented to the House of Commons in March 1908. The report stated that the collapse of the bridge was due to defective design, attributable to errors of judgment on the part of the designing and consulting engineers. The

loss of life on August 29, it was stated, might have been prevented by the exercise of better judgment on the part of those in charge of the work.

Activity in railway construction camps increased during March. On the National Trans-continental Railway, 1,223 miles of line were under construction, and it was estimated that fully 20,000 men would be employed on the work during the summer of 1908. The Grand Trunk Pacific Railway was also pushing forward in the work of construction. A contract for the first 100 miles east of Prince Rupert had been let, and the Kitamaat (*sic*) section was to be "proceeded with all possible speed". Tenders had been invited for a new union station in Winnipeg, and the large bridge over the Saskatchewan River at Saskatoon had been completed. "Of the 793 miles of the Grand Trunk Railway between Winnipeg, Man., and Edmonton, Alta., all excepting 60 miles are now graded, and 330 miles of track are laid. Work on the line in New Brunswick was active," the GAZETTE reported.

The CPR issued a circular on discipline, in which the company declared its intention to insist "on a more rigid compliance with the company's rules and regulations, which are made for the protection of the lives of the public and employees, as well as for the protection of the company's property".

Under a new method to be put into effect on February 1, all employees were to start with a clean record and to be credited with "any exceptional service rendered". Employees were still to be subject to summary dismissal for certain stated offences, but instead of the previous method of discipline by suspension, demerit marks were to be placed on the employee's record for less serious offences. At each repetition of an offence the number of demerit marks was to be doubled. When the number of such marks against an employee reached 60 his services were to be dispensed with.

"For every 12 consecutive months' good service, free from demerit marks, an employee will have 20 demerit marks deducted from those that stand against his record," the circular stated. Employees were to be informed when demerit marks were recorded against them.

# INTERNATIONAL LABOUR ORGANIZATION

## 5th Session, Chemical Industries Committee

Unanimously adopts resolutions on the protection of workers against occupational diseases and poisoning and on industrial relations in chemical industries. Canadian tripartite delegation among 21 present

Resolutions on protecting workers against occupational diseases and poisoning and on industrial relations in the chemical industries were among those adopted by the Chemical Industries Committee\* of the International Labour Organization at its Fifth Session in Geneva, February 10 to 21.

The 21 member countries of the ILO who took part in the Conference, Canada included, were represented by tripartite delegations of governments, employers and workers. The USSR sent an observer delegation.

The resolution on prevention of occupational diseases and poisoning, which was adopted unanimously, says that the health of workers should be a primary consideration in the design of premises, plant and equipment for the chemical industries. Consultation should therefore take place at the earliest possible stage between the chemist, the engineering staff and occupational health specialists to ensure that the design in its final form is devoid of any elements which might adversely affect health.

The subcommittee charged with the examination of this question expressed the view that knowledge of the risks to health is an essential element in the establishment of adequate protective measures. The resolution contained various recommendations, including one saying that basic training of chemists, engineers and technicians should include instruction in safety and health.

It suggests that encouragement should be given to the training of technicians in industrial hygiene and developing teaching of occupational health subjects in medical schools.

On the question of plant-level training, the resolution recommends the adoption

\*One of the ILO'S industrial committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

of various measures in order that the personnel—management, medical and allied personnel, supervisors, foremen and workers—should be fully conscious of the threats to health.

The resolution further recommends that scientific research into all aspects of occupational health should be stimulated.

Another part of the resolution discusses technical measures for protection, and medical measures. It emphasizes the need to replace, where this is possible, harmful substances by unarmful substances or those less harmful.

Under the heading of action to be taken at the international level, the resolution invites the Governing Body of ILO to proceed with various studies and investigations with the help of experts. The ILO is also to keep its list of dangerous substances up to date and to continue preparing basic information to appear on warning labels for containers of dangerous substances.

### Industrial Relations

The resolution on industrial relations, which was also adopted unanimously, considers that the establishment of harmonious relations between employers and workers in the chemical industries assists these industries in meeting the increased demand for their products and, in this connection, freely established and responsible trade union and employers' organizations can contribute substantially.

The resolution says that the basic right of freedom of association and the right to bargain collectively are fundamental to good industrial relations.

On the subject of collective bargaining, the resolution indicates that the employers in the chemical industries, or their occupational organizations, and workers' occupational organizations in these industries should negotiate in good faith and make every effort to conclude collective agreements, within the framework of national

legislation or practice, in order to regulate through general agreement the conditions of work in their industries and all other problems of employment which are the subject of collective bargaining.

Suggestions are contained in the resolution on the effects, duration and validity of collective agreements. It then discusses the settlement of disputes and puts forward suggestions on conciliation, voluntary arbitration and collective work stoppages.

Regarding collective disputes resulting from the interpretation of provisions of a collective agreement, the resolution suggests that these should be dealt with by negotiation or voluntary procedure between the parties to the agreement, or by reference to labour courts or other bodies, in accordance with national practice.

Discussing methods of co-operation, the suggestions in the resolution concern principally the bodies for co-operation and their functions. Worker members of bodies for co-operation should be freely elected by secret ballot by the workers themselves from among employees nominated by those employed in the undertaking or by their trade union organization, according to the practice of the various countries.

### Protection in Atomic Energy Plants

The Committee also adopted, by 55 votes to 33, with 23 abstentions, a resolution on the protection of workers employed in atomic energy establishments.

Having regard, on the one hand, to the mutual dependence of nuclear energy and the chemical industries, and, on the other, the fact that the protection of workers against ionizing radiations has been placed on the agenda of the 1959 session of the International Labour Conference, the resolution said:

The Governing Body of the International Labour Office is invited to take appropriate action with a view to ensuring that the governments consult the workers' and em-

ployers' organizations regarding workers' protection and compensation in connection with atomic energy hazards, prior to the submission to the 1959 Session of the International Labour Conference of draft conclusions on the subject.

### Hours of Work

The Committee approved by 60 votes to 47, with 9 abstentions a resolution urging the Governing Body of the ILO to note the particular importance of the question of hours of work in the chemical industries and to place the subject on the agenda of the next session of the Chemical Industries Committee.

The Committee also adopted various other resolutions, dealing, *inter alia*, with the agenda for the next session, the labelling of corrosive substances and vocational training in the chemical industries.

All the resolutions adopted by the Committee will be submitted to the Governing Body, which will decide what effect to give to them.

### Canadian Delegation

The Canadian delegation was as follows:  
*Government Delegates*—Dr. Kingsley Kay, Chief of Laboratory Services, Occupational Health Division, Department of National Health and Welfare; and Banning H. Hardie, Industrial Relations Branch, Department of Labour.

*Worker Delegates* — Alex. McAuslane, Representative, Oil, Chemical and Atomic Workers' International Union, Regina; and Gordon McIlwain, Vice President, International Chemical Workers Union, Toronto.

*Employer Delegates*—S. C. Jones, Employment Relations Manager, Canadian Industries Limited, Montreal; and W. M. Kirk, Industrial Relations Manager, Dow Chemical of Canada Limited, Sarnia.

Technical Adviser to the employer delegates was Dr. L. C. Haslam, Chief Medical Officer, Canadian Industries Limited, Montreal.

## Venezuela Rejoins ILO

The Government of Venezuela last month notified the ILO Director-General that it was rejoining the ILO. This brings the number of ILO member countries to 80.

Venezuela was a member of the ILO from 1919 until 1955, when it withdrew (L.G., 1955, p. 819).

With the re-admission of Venezuela, all the countries in the Americas, for the first time, are now members of the ILO.

## Ratify Forced Labour Convention

Two new ratifications of the International Labour Organization's 1957 Convention on the Abolition of Forced Labour have been registered.

Following similar action recently by the United Kingdom and Denmark (L.G., March p. 266), Austria and Haiti have deposited their instruments of ratification with ILO headquarters. The Convention comes into force on January 17, 1959.

# 138th Session of Governing Body

The Governing Body of the International Labour Organization, at its 138th Session in Geneva March 11 to 15, decided to make a special and urgent plea to all governments which have not as yet done so to take the steps necessary to enable them to ratify and apply the Freedom of Association and Protection of the Right to Organize Convention (1948) and the Right to Organize and Collective Bargaining Convention (1949).

It further decided that the ILO should undertake a continuing factual survey into conditions relating to freedom of association.

These decisions followed a renewed examination of proposals made by ILO Director-General David A. Morse on the program of the ILO in the field of freedom of association. The Governing Body noted that freedom of association cannot in practice be a reality if there is no respect for individual freedom such as freedom of assembly and freedom of speech. It was accordingly agreed that for the factual survey to yield realistic results, it would be necessary to allow it scope wide enough to cover all aspects of national life relevant to freedom of association.

The vote on the fact-finding survey as a whole was 35 votes in favour, none against and four abstentions.

It is expected that the continuing survey will enable the ILO to define more exactly the problem to be overcome and may suggest the most appropriate methods of action.

In other decisions taken at the 138th Session, the Governing Body:

—Adopted a report of its Committee on Freedom of Association, which had examined certain allegations of the violation of freedom of association.

—Agreed to the convening of a tripartite conference of ILO member countries that are also members of the Council of Europe to examine the proposal for a European Social Charter.

—Decided to create an African Advisory Committee, composed of government, employer and worker members, that will meet every two years to examine labour problems in that part of Africa south of the Sahara.

—Fixed the 1959 budget at \$8,449,857; the budget for 1958 was \$7,972,901. The draft 1959 budget was approved by a vote of 26 to 7, with four abstentions.

Emilio Calderon Puig, Mexican Government Delegate, presided over the Session.

## Technical Assistance Program Aids Workers of 56 Countries

Workers of 56 countries benefited from the ILO's Technical Assistance Program in 1957.

Most of the requests for technical assistance were filled through funds provided under the United Nations Expanded Program of Technical Assistance, in which the ILO shares with other U.N. specialized agencies. A smaller portion was handled under the ILO's own budget.

The ILO also awarded 245 scholarships last year, 21 more than in 1956, to provide vocational training for workers abroad.

Under the ILO's worker-trainee program, facilities were offered to 210 foremen and

skilled workers for training in advanced techniques in modern European plants. Of this number, 136 completed their training during the year.

Latin America received 34 per cent of the assistance provided in 1957; Asia received 27 per cent; the Near and Middle East, 16 per cent; Europe, 11 per cent; and Africa, 9 per cent.

The main feature of the ILO Technical Assistance Program is the training of national personnel at all levels to increase the contribution they make to the economic and social progress of their countries.

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## Ratifications of ILO Conventions Reach 1,800

The 107 Conventions of the International Labour Organization have received 1,800 ratifications up to April 1.

The figure was reached with the ratification by Jordan of the Convention on the Abolition of Forced Labour, which was adopted in 1957 and will come into force on January 17, 1959.

The Convention has now been ratified by five ILO member countries.



Through a program of joint consultation, employees of the Phillips Electrical Company in Montreal recently worked a total of 363,000 man-hours without a lost-time accident. For 225 days, the 255 employees worked without a serious injury. The current record stands at 94 accident-free days, and there is general determination to better the 225-day record.

The safety record is the direct result of a comprehensive safety program developed under a permanent labour-management safety committee. Management has received the full co-operation and support of Local 503, International Union of Electrical, Radio and Machine Workers (CLC), the union representing the employees. The company's Personnel Supervisor, who is a key figure in this program, feels that the excellent labour-management co-operation and good relations in the plant have been directly responsible for the determination to maintain a good safety record.

The permanent safety committee discusses all accidents to discover causes, and also keeps a close check on all possible hazards. It is also responsible for formulating safety policy. One of this committee's most important jobs is to check the weekly plant inspection reports made by sub-committees, each made up of one foreman and two workers. The personnel of these sub-committees is changed monthly.

Directly associated with the program is a plan for medical aid in case of injury. In addition to a first aid station with a registered nurse in attendance, a doctor visits the plant twice weekly. A complete record is kept of accidents, and a regular follow-up procedure checks on all injuries no matter how slight. As a training measure, any accident victims serve on one of the safety sub-committees as soon as possible after having an accident.

The production superintendent paid tribute to the excellent co-operation management received from each worker in the effort to maintain a good safety record.

\* \* \*

A letter over the signatures of labour and management co-chairmen of the labour-management committee has been sent to all employees of Viceroy Manufacturing Company, Limited, in Toronto. The pur-

pose of the letter is to draw attention to the committee, and to some of the problems it is helping management solve. Joined with representatives of management in this labour-management committee are representatives of Local 126, United Rubber Workers of America (CLC). The letter said in part:

"You are no doubt aware that for some months now a labour-management committee has been functioning within the plant. Our purpose has been to aid management in the weeding out of challenging problems by means of counsel and observation. These are problems which, perhaps by their nature, are easily overlooked and yet cause serious disruption in an otherwise efficient production system.

"A daily concern of this company is the quality of its products. The conditions under which you work, combined with the specifications laid down for each job, should result in the production of good merchandise. Your presence on the job is, of course, all important and the success or failure of our system rests to no small extent in your hands.

"The committee believes the company is fortunate in having a high calibre of personnel in its plant. If every operator resolved today to perform his or her operation exactly as expected, the result would be a team output by the entire employee body."

\* \* \*

A system of safety rallies, sponsored by the labour-management committee at Johnston Terminals in Vancouver, has proved to be an excellent method of communication between labour and management.

These planned meetings feature top-notch speakers on traffic safety and the chairmanship rotates between management and employee representatives. The company president, vice-president and the general manager attend each meeting. A first-class film on a subject associated with the theme of the guest speaker's lecture is shown, and coffee and sandwiches are served to wind up each evening meeting.

Four rallies have been successfully concluded. At some meetings almost half the 750 employees working with Johnston Terminals companies in the Greater Vancouver area have been in attendance.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during February. The Board issued four certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification. The Board also granted two applications, received during February, for provisions for the final settlement of differences concerning the meaning or violation of collective agreements. During the month the Board received three applications for certification and allowed the withdrawal of one request for review of an earlier decision.

### Applications for Certification Granted

1. United Steelworkers of America, on behalf of a unit of employees of Stanleigh Uranium Mining Corporation Limited employed at its property in Township 149, District of Algoma, Ontario. The International Union of Mine, Mill and Smelter Workers intervened (see applications rejected) (L.G., Mar., p. 269).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of marine engineers employed by the Canadian National Railways aboard the MV *Abegweit* and the SS *Prince Edward Island* in the Cape Tormentine-Port Borden ferry service. The National Association of Marine Engineers of Canada, Inc., intervened. (L.G., Mar., p. 269).

3. The Commercial Telegraphers' Union, Canadian National System Division No. 43, on behalf of a unit of employees of the Canadian National Telegraph Company engaged in the operation and maintenance of its video (TV) transmission systems. The employees affected are located at Toronto, Kitchener, London, Preston and Hamilton in Ontario and at Jonquiere, Montmagny, Riviere du Loup and Rimouski in Quebec (L.G., Mar., p. 270).

4. General Truck Drivers' and Helpers' Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs,

Warehousemen and Helpers of America, on behalf of a unit of long-haul drivers, local drivers, and warehousemen employed by Hill the Mover (Canada) Limited at its Vancouver Branch, and operating in and out of the City of Vancouver (L.G., Mar., p. 270).

### Representation Vote Ordered

International Longshoremen's Association, Independent, Local 1843, applicant, National Harbours Board, Port of Halifax, N.S., respondent, and the Canadian Brotherhood of Railway Employees and Other Transport Workers, intervener (L.G., Jan., p. 67). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: D. T. Cochrane).

### Applications for Certification Rejected

1. International Union of Mine, Mill and Smelter Workers, applicant, Can-Met Explorations Limited, Quirke Lake, Ont., respondent, and the United Steelworkers of America, intervener (L.G., Feb., p. 174). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. International Union of Mine, Mill and Smelter Workers, applicant, Stanleigh Uranium Mining Corporation Limited, Township 149, District of Algoma, Ont., respondent, and the United Steelworkers of America, intervener (see applications granted) (L.G., Mar., p. 269). The application was rejected for the reason that it was not supported by a majority of the employees affected.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

## Applications under Section 19 Granted

The Board granted two applications for provisions for the final settlement of differences concerning the meaning or violation of two collective agreements affecting the Pacific Western Airlines Pilots' Association, applicant, and Pacific Western Airlines Limited, respondent. The Board's decisions were made under Section 19 of the Industrial Relations and Disputes Investigation Act, which provides that every collective agreement shall contain a provision for the final settlement without stoppage of work of all differences between the parties to the agreement concerning its meaning or violation and that, where an agreement does not contain the required provision, the Board shall, upon application by either

party to the agreement, prescribe such a provision. The applications had been received earlier in the month.

## Applications for Certification Received

1. National Association of Marine Engineers, Inc., on behalf of a unit of marine engineers employed aboard the cable ship *John W. Mackay*, operated out of Halifax, N.S., by The Commercial Cable Company (Investigating Officer: C. E. Poirier).
2. Brotherhood of Railroad Trainmen, on behalf of a unit of conductors employed by the Ontario Northland Railway (Investigating Officer: F. J. Ainsborough).
3. Warehousemen and Miscellaneous Drivers' Union, Local 419 of the International

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of M. Rawlinson, Limited operating in and out of Toronto (Investigating Officer: T. B. McRae).

#### Request for Review of Decision Withdrawn

Request for amendment of certificate issued by the Board on May 15, 1953 affecting the National Association of Broadcast Employees and Technicians, applicant, and Radio Station CKVL, Limited, Verdun, Que., respondent (L.G., Feb., p. 174).

## Reasons for Judgment in Certification Application Affecting International Union of Mine, Mill and Smelter Workers and Can-Met Explorations Limited, Quirke Lake, Ont. and United Steelworkers of America (Intervener)

This is an application for certification made by International Union of Mine, Mill and Smelter Workers to be certified as bargaining agent for a unit of employees of the respondent, Can-Met Explorations Limited. The unit, as applied for, included the classifications of fire guard, night watchman, and sampler, and excluded those of assayer and boiler-room helper. At the hearing on January 21, 1958, the applicant agreed that fire guards and the head sampler be excluded. After consideration the Board has decided that the unit described in the certificate issued to the United Steelworkers of America on August 19, 1957, in respect of employees of the Respondent, is the appropriate unit for the purposes of this application, the description being as follows:

All employees of the Respondent at its mining site at Quirke Lake, Ontario, including samplers below the rank of head sampler and assayers below the rank of head assayer not on the staff of the Geological Department, and excluding shift bosses, foremen, persons above the rank of foreman, security guards, fire guards, night watchman, employees hired for summer vacation period, stationary engineers, members of geological and engineering staffs, head assayer and office staff from the bargaining unit.

This application first came to the attention of the Board at its meeting on the 14th day of August, 1957. The application is dated the 13th day of August and was filed on the morning of the Board's meeting. No investigation of the application had been made or was possible before the meeting. At the same meeting an application for certification in respect of the same unit of employees, which had been made to the Board on the 18th day of July 1957 by the United Steelworkers of America, came before the Board. The Board was satisfied that the United Steelworkers had

as members a majority of the employees in the unit as of the date of its application, July 18, and granted the application of that union. A certificate was issued to the Steelworkers' union on August 19, 1957.

The Board noted that the International Union of Mine, Mill and Smelter Workers had intervened in the United Steelworkers' application, but that at no time prior to the filing of its own application had it claimed to have any members among the employees in the unit, nor had it produced any membership records to the Board's investigating officer to support its intervention. In view of these circumstances and of the decision made the same day to certify the United Steelworkers' union, the Board declined to entertain the application of the International Union of Mine, Mill and Smelter Workers at that time.

From this decision the Union made application to the Supreme Court of Ontario by way of *certiorari* for an order to quash the certification of the United Steelworkers and also made application for a further order by way of *mandamus* directing the Board, in effect, to deal with the application of the Mine, Mill union. The two applications were heard by Mr. Justice Wells, who dismissed the application for *certiorari* but granted the application for *mandamus*, ordering the Board "to consider the application of the International Union of Mine, Mill and Smelter Workers as of the 14th of

The Board consisted of Mr. C. R. Smith, Q.C., Chairman, and Messrs. A. H. Balch, E. R. Complin, A. J. Hills and A. R. Mosher, members.

The Judgment of the Board was delivered by the Chairman.

August, 1957, pursuant to the direction of the Industrial Relations and Disputes Investigation Act".

Pursuant to this order the application was heard by the Board on the 21st day of January 1958, with the United Steelworkers' union intervening. There was a dispute as to the status as employees of several persons claimed by the applicant as members, but the Board has come to the conclusion that a majority of employees of the respondent company comprising the appropriate unit were members in good standing of the applicant trade union on the date of the application.

It was argued by counsel for the intervener that while the Board was required to deal with the application, nevertheless the Board would be justified in saying that the outstanding certificate in favour of the United Steelworkers of America was a bar to the application being granted. He contended that the certificate granted to the Steelworkers was a fact that had intervened between the filing of the application and this hearing, that the Board as entitled to look at all the facts up to the time of the hearing, and that the Board was entitled, by reason of this fact, to take the stand that the applicant should not be certified and that no vote should be taken. The order of the Court only required the Board to consider the application pursuant to the direction of the Act, and there is nothing in the Act making it compulsory for the Board either to certify the applicant or to take a vote.

The Board does not agree with this argument. There is no statutory bar to the application being dealt with in the ordinary way. Section 7 (3) of the Act does not apply, since the application was filed before the Steelworkers' union was certified. Where two unions apply for certification the Board's duty is to ascertain which, if either, of the two is desired by the majority of the unit as their bargaining agent. The

Court's order is to consider the application as of August 14, 1957, the date when the Steelworkers' application was considered. If this application had been investigated at that time and if the Board had then found, as it found on January 22, 1958, following the hearing on January 21, that a majority of the employees in the unit were members in good standing of the applicant on the date of the application, it would unquestionably have ordered that a vote be taken to ascertain the wishes of the employees. Accordingly, the Board ordered that a vote be taken with the names of both the contending unions on the ballot.

The Returning Officer appointed by the Board to conduct the balloting has reported the result as follows:

Number of employees eligible to vote...	401
Number of ballots cast .....	371
Number of ballots cast for the intervener, the United Steelworkers of America .....	266
Number of ballots cast for the applicant, the the International Union of Mine, Mill and Smelter Workers .....	94
Number of segregated ballots .....	10
Spoiled ballots .....	1

The result is conclusive that the application of the International Union of Mine, Mill and Smelter Workers to be certified as bargaining agent is not supported by a majority of the employees affected. Therefore, the application is dismissed.

(Sgd.) C. R. SMITH,  
Chairman  
for the Board.

Joseph Sedgwick, Esq., QC  
Harvey Murphy, Esq.

for the Applicant

C. H. Stabler, Esq.  
J. McLean, Esq.

for the Respondent

J. H. Osler, Esq., QC  
Ontario Mancini, Esq.

for the Intervener.

Dated at Ottawa, February 26, 1958.

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. John Kron & Son Limited and General Drivers, Warehousemen and Helpers, Local 976, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

2. The Packers Steamship Company Limited and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

3. Canadian National Railways (MV *Bluenose* Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: H. R. Pettigrove).

4. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Pilots' Association (Conciliation Officer: G. R. Currie).

5. Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamships Limited, Upper Lakes and St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited and Sincennes-McNaughton Line Limited) and National Association of Marine Engineers of Canada, Inc. (Conciliation Officers: R. Trépanier and R. Duquette).

6. Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamships Limited, Upper Lakes and St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited and Sincennes-McNaughton Line Limited) and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette).

7. West Indies Wharf (United Keno Hill Mines Limited and Cassiar Asbestos Corporation Limited), Vancouver, and Local 509, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

8. Sorel Dock and Stevedoring Company Limited and National Catholic Syndicate of Longshoremen of Sorel Inc. (Conciliation Officer: R. Trépanier).

9. Saguenay Terminals Limited, Port Alfred, Que., and National Syndicate of Longshoremen of Ha! Ha! Bay (Conciliation Officer: R. Trépanier).

10. United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Burrard Terminals Limited, and Saskatchewan Wheat Pool, Vancouver, and Grain Workers Union Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: G. R. Currie).

11. Canadian National Railways (Atlantic, Central and Western Regions, including the Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: H. R. Pettigrove).

#### Settlements by Conciliation Officers

1. Shipping Federation of Canada, Inc., and Local 1764, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove) (L.G., March, p. 270).

2. National Harbours Board, Port Colborne, Ont., and Local 1005, Port Colborne Elevator Workers of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough) (L.G., Jan., p. 68).

3. John Kron & Son Limited and General Drivers, Warehousemen and Helpers, Local 976, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn) (*see above*).

#### Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in January to deal with a dispute between the Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., March, p. 271) was fully constituted in February with the appointment of His Honour Judge Walter Little, Parry Sound, Ont., as Chairman. Judge Little was appointed on the joint recommendation of the other two members, V. S. McClenaghan, QC, Ottawa, and David Lewis, Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in January to deal with a dispute between the Northern Transportation Company Limited, Edmonton, and Yellowknife Transportation Company Limited, Edmonton, and Seafarers' International Union of North America, Canadian District (L.G., March, p. 271) was fully constituted in February with the appointment of John Harvie, Edmonton, as Chairman. Mr. Harvie was appointed in the absence of a joint recommendation from the other two members, S. H. McCuaig, QC, and Fred Palmer, both of Edmonton, who were previously appointed on the nomination of the companies and union respectively.

3. The Board of Conciliation and Investigation established in January to deal with a dispute between the Western Union Telegraph Company Cable Division, and the American Communications Association (L.G., March, p. 271) was fully constituted in February with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed in the absence of a joint recommendation from the other two members, John J. Urie, Ottawa, and Jean Pare, Duvernay, Que., who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in December to deal

with a dispute between the Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland and Hudson Bay Railway, Midland Railway of Manitoba, and Railway Express Agency Inc. (non-operating employees) and Joint Negotiating Committee representing a number of railway labour organizations (L.G., Feb., p. 175) was fully constituted in February with the appointment of Hon. Mr. Justice H. F. Thomson, Regina, as Chairman. Mr. Justice Thomson was appointed in the absence of a joint recommendation from the other two members, Phillip F. Vineberg, Montreal, and David Lewis, Toronto, who were previously appointed on the nomination of the companies and unions respectively. The Minister had previously appointed Hon. C. P. McTague, QC, LL.D., as Chairman but Mr. McTague withdrew from the chairmanship and Mr. Justice Thomson was appointed as Chairman to replace Mr. McTague.

#### Board Reports Received during Month

1. Shell Canadian Tankers Limited (MV *Western Shell*) and Seafarers' International

Union of North America, Canadian District (L.G., Dec., p. 1464). The text of the report is reproduced below.

2. Imperial Oil Limited (MV *Imperial Nanaimo*, MV *Imperial Namu* and Barge No. 10) and Seafarers' International Union of North America, Canadian District (L.G., Dec., p. 1464). The text of the report is reproduced below.

3. Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian National Steamship Company Limited and Seafarers' International Union, Canadian District (L.G., Nov., p. 1320). The text of the report is reproduced below.

4. Eastern Canada Stevedoring Company Limited, Cullen Stevedoring Company Limited, Caledon Terminals Limited, and Terminal Warehouses Limited and Local 1842, International Longshoremen's Association (L.G., Jan., p. 68). The text of the report is reproduced below.

#### Settlement following Board Procedure

F. M. Yorke & Son Limited, Vancouver, and Local 509, International Longshoremen's Union (L.G., Jan., p. 68).

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## Report of Board in Dispute between

Shell Canadian Tankers, Limited (MV *Western Shell*)

and

Seafarers' International Union of North America

The Conciliation Board appointed in this matter consisting of F. E. Harrison, Chairman, James Scott and Richard Mahoney,

During February, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Shell Canadian Tankers, Limited (MV *Western Shell*), and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Richard Mahoney and James Scott, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Scott.

The minority report was submitted by Mr. Mahoney.

The texts of the majority and minority reports are reproduced here.

Members, has met with representatives of the parties at Vancouver, B.C. on December 2 and 5. In addition, meetings of Members of the Board were held on November 12, December 23 and 30, 1957, January 23, February 3, 12 and 14, 1958.

The submissions of the union were presented by Mr. R. Heinekey, Chairman of the Negotiating Committee, accompanied by Messrs. I. Gibeault, C. Brough and E. MacDonald, Members of the Committee.

The Shell Canadian Tankers, Limited was represented by Mr. P. Chaston, Manager, Industrial Relations; Mr. M. McKenzie, Personnel and Industrial Relations; and Mr. E. F. J. Patch, Manager of Transportation and Supplies.

The present agreement between the Seafarers' International Union, Canadian District, and the Shell Canadian Tankers, Limited, signed on November 6, 1956, is effective from October 1, 1956 to September 30, 1958. However, the second paragraph

of Section Two, Article Seven of the agreement (Exhibit Four) reads as follows: "Notwithstanding anything contained in this provision the matter of wages (Article four) only shall be binding until September 30th, 1957."

In accordance with the provision of the agreement mentioned above, the Seafarers' International Union notified the company of its intention to seek a revision of the wage structure effecting unlicensed personnel employed on the vessel involved.

At the meeting of the Board held on December 2, the union submitted a memorandum (Exhibit Two) setting forth the request for increased wage rates, which is as follows:—

Rating	Present Wage Rate per month	Proposed Wage Rate per month
Cook .....	\$323.00	\$443.00
Messman .....	215.00	306.00
Able Seaman .....	255.00	346.00
Ordinary Seaman .....	219.00	310.00
Oiler .....	255.00	346.00

According to the company's statement, the wage increases asked for by the union range from thirty-five (35) percentum for able seamen to forty-two (42) percentum for mess boys. The vessel carries a crew of approximately eighteen (18). Eleven (11) of these are unlicensed personnel.

The union contended that its request for these wage advances is supported by increases recently granted to similar ratings by the British Yukon Navigation Company Limited under an agreement consummated on October 22, 1957 (Exhibit Three). That firm owns one vessel which operates between Vancouver, British Columbia and Skagway, Alaska. It carries a total crew of twenty-five (25) ratings, of which eighteen (18) are unlicensed personnel. The vessel is used primarily for the purpose of transporting the company's own products and, in addition, some general merchandise.

In the brief offered by the Shell Canadian Tankers, Limited (Exhibit Five) the company contended that it is now paying as high or higher wage rates to the ratings concerned as prevails on the British Columbia coast, with one exception. It should be pointed out, however, that several of the agreements effecting unlicensed personnel have expired and are in the process of negotiations for new contracts. Where such negotiations have failed, the matters at issue have been referred to Boards of Conciliation under the provisions of the federal Industrial Relations and Disputes Investigation Act.

The company said further that it had made an offer on April 17 of the present year to the unlicensed personnel of approximately seven (7) percentum increase in

wages which, if accepted prior to May 1, would have been retroactive to March 16, 1957. This offer was rejected by the union on May 1 last and the company then withdrew it on June 1, 1957.

The Board has given careful consideration to all submissions and representations made on behalf of both parties and full opportunity was given to both parties to present their views and to answer the submissions in opposition. The presentations were offered to the Board in the form of written briefs as well as oral discussion supported by a number of exhibits.

The present agreement concludes on September 30 of this year and, therefore, will have less than eight months before expiry. In view of that fact the Board considers that it should be extended for a longer period.

The recommendations of the Board are as follows:

1. That an increase of sixteen (16) percentum be granted by the company to all unlicensed personnel based upon the present wage structure, to be effective from October 1, 1957.

2. That the present contract, which expires September 30, 1958, should be extended for one year to expire September 30, 1959.

3. That an additional increase of eight (8) percentum be granted by the company to all unlicensed personnel based upon the wage structure which was in effect September 30, 1957. Such increase to be implemented from October 1, 1958 until the expiry of the agreement.

4. That consideration be given to the question of a premium rate for overtime on the basis of time and one-quarter to be effective from October 1, 1958.

Respectfully submitted,

(Sgd.) JAMES SCOTT,  
Member.

(Sgd.) F. E. HARRISON,  
Chairman.

### MINORITY REPORT

The undersigned concurs with the majority report of the Board with the exception of the wage increases. I would recommend the following wage rates for the unlicensed personnel aboard the MV *Western Shell*. These rates to become effective as of October 1, 1957.

Present Rate per month	Recommended Rate as of October 1st, 1957 per month
Ordinary Seaman ... \$219.00	\$240.00
Able Seaman .....	280.00
Oiler .....	280.00
Cook .....	355.00
Messman .....	236.00

If the present contract between Shell Canadian Tankers, Limited and the Seafarers' International Union, Canadian District, is extended by mutual consent, I recommend a further increase of five (5) per centum be awarded by the company to

all unlicensed personnel effective from October 1, 1958 to the conclusion of the agreement.

(Sgd.) R. A. MAHONEY,  
Member.

## Report of Board in Dispute between Imperial Oil Limited and Seafarers' International Union of North America

The Board of Conciliation was established under the provisions of the Industrial Relations and Disputes Investigation Act 1948 and amendments thereto for the purpose of endeavouring to bring about agreement between the parties involved in the above-named dispute.

The members of the Board are Captain Jack Leonard, Mr. Richard A. Mahoney and Mr. F. E. Harrison, Chairman. The Board met with representatives of the parties at Vancouver on November 12, 18, 25 and 28, 1957. The Board met apart from the principals on December 3, 19, 1957 and on January 3, 6, 13, 22, 29, February 5, 7, 8, 10, 13, 17 and 19, 1958.

The submissions of the union were presented by Mr. R. Heinekey, Chairman, who was supported by Messrs. C. French and C. Brough. Imperial Oil Limited had as their representatives Mr. Ronald I. Ritchie, Division Manager; Mr. R. A. Fraser, Employees' Relations Manager; and Mr. T. E. H. Ellis, Counsel.

During February, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Imperial Oil Limited (MV *Imperial Nanaimo*, MV *Imperial Namu* and Barge No. 10) and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Richard Mahoney and Capt. Jack Leonard, both of Vancouver, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Capt. Leonard. The minority report was submitted by Mr. Mahoney.

The texts of the minority and majority reports are reproduced here.

At the first meeting of the Board, at which representatives of both parties were in attendance, the union submitted copies of a proposed agreement covering wages and working conditions relating to unlicensed personnel employed upon the vessels involved (Exhibit One). Heretofore no contract affecting those ratings was in effect between the company and the union. The efforts of the Board, therefore, were primarily directed towards finding a common ground for agreement.

As opposed to the requests of the union, Imperial Oil Limited also presented a proposed contract (Exhibit Three), differing in several respects from that of the employees' representatives. In addition, the company submitted a written brief (Exhibit Two) which sets forth its views in regard to the draft agreement offered by the union. The contract proposed by the Seafarers' International Union contains fifty-four (54) sections. Under the circumstances the Board recommended that the parties should endeavour to reconcile their differences by way of joint negotiations rather than by immediate Board procedure. To that suggestion they both readily agreed.

The results of their conversations were successful in many respects and they informed the Board that agreement had been reached upon a large majority of the items under dispute, with the exception of the following:—

### PROPOSED UNION CONTRACT

#### Article 1

- Section 2. Employment  
Clauses A, B, C, D and E.  
3. Union Security and Check-off.  
20. Welfare Plan.  
25. Maintenance Work.  
27. Cargo Work.

#### Article 2

- Section 1. Hours of work for cook employed on MV *Imperial Namu*.

#### Article 3

- Section 1. Meal hours.

#### Article 4

- Section 1. Wages.  
2. Overtime work.



## Article 6

- Section 1. Stoppage of work.
2. Discrimination.
3. Customary duties.
5. Termination of agreement.

In its submissions Imperial Oil Limited stated that, during the month of March 1957, a general increase of 7.7 per centum had been awarded to all unlicensed personnel employed on these vessels, which established a wage of two hundred and eighty dollars (\$280.00) per month for able seamen and other ratings in like proportion. They said that the present wage for A.B.'s is thirty dollars (\$30.00) per month in excess of that being paid to able seamen by other competing firms.

In opposition to this, the Seafarers' International Union contended the rate structure for unlicensed personnel employed on tanker vessels is abnormally low and should be substantially raised to more equitably conform with wage rates now prevailing in other branches of industry in this area. In support of its contention it referred to an agreement which was consummated in October 1957 between the union and the British Yukon Navigation Company Limited. In that contract the rate established for able seamen is three hundred and forty-six dollars (\$346.00) per month, whereas it was formerly two hundred and twenty-eight dollars (\$228.00) per month.

In reply to that submission the company commented that the British Yukon Navigation Company operates only one vessel which employs eighteen (18) unlicensed personnel, and that it is engaged in an undertaking not comparable with the transportation of oil products and is not subject to competition in that it principally transports its own merchandise.

Your Board has given careful consideration to the presentations made on behalf of both parties to the dispute and has carefully weighed the evidence and submissions offered and therefore recommends as follows:—

1. That Imperial Oil Limited and the Seafarers' International Union, Canadian District, should enter into a collective agreement containing the provisions mutually accepted with which the following should be included.

2. The agreement be dated October 1, 1957 for a period of two years from that date, expiring on September 30, 1959.

3. *Employment*: The company will rely on the facilities of the union for replacement, or new hiring of unlicensed deck and engineroom ratings. In cases where the company rejects individuals that it does not consider satisfactory, the union shall promptly furnish replacements. Rejection

shall not be arbitrary or without due reason. Should the union be unable to furnish promptly employees that are capable, competent and satisfactory to the company, the company shall secure replacements from other sources. The company will have the co-operation of the union in the employment of individuals recommended by the company.

4. *Union Security and Check-Off*: Any unlicensed personnel hired in Canada, who are not members of the union, will be required, as a condition of employment, either to join the union and to continue as members thereof during their employment or, in the alternative, to tender to the union one month's dues as well as the initiation fees as presently established and to pay subsequent monthly dues as required of union members (and failure to pay arrears of monthly dues at pay-off shall be a bar to further employment until such arrears are paid).

The company agrees that dues and initiation fees shall be deducted by the company from the wages of the employees covered by this agreement. The company agrees to remit these dues and initiation fees to the union. The union will present proper authorization forms to the company signed by the crew member authorizing such deduction.

5. *Welfare Plan*: That the company shall contribute an amount equivalent to twenty cents (20c) per man per day worked to the Welfare Plan of the Seafarers' International Union, such sums to be remitted to the union.

6. *Maintenance Work*: It is also agreed that employees may be required to do maintenance work or other work on remote shore or other installations, such work to be paid for at \$1.00 per hour. This is additional to regular salary if on watch, and additional to overtime rate if called off watch to perform this type of work.

7. *Cargo Work*: When unlicensed crew members are required to handle drum and package cargo at Imperial Oil Limited plants at Ioco, Vancouver, Victoria, Cowichan Bay, Nanaimo, Prince Rupert, Port Alberni, Mamu, Bella Bella, Port Edward, Stewart, Skidgate, Bamfield, Campbell River, Coal Harbour, Hopkins Landing, Kitimat, Klemtu, North Island, Port Hardy, Port Renfrew, Rivers Inlet, Sandspit, Sointula, Ucluelet, and Westview, the watch on deck shall receive \$1.00 per hour in addition to their regular wages, and the watch below, the overtime rate plus \$1.00 per hour.

8. *Leave for the Cook on MV Imperial Namu*: Apparently there is only one vessel

engaged in the oil tanker industry on the Pacific Coast which operates a two-watch system, namely the MV *Dinamac*. In that event it is recommended that the method used on that vessel should be applied in the case of the cook employed on the MV *Imperial Namu*.

9. *Meal Hours*: That the question of meal hours, mug-ups and midnight lunches be adjusted on the basis of the provisions contained in the current agreements between the Westward Shipping Company Limited and the Seafarers' International Union, Canadian District.

10. *Strikes, Lockouts or Stoppages of Work*: It is agreed that there shall be no strikes, lockouts or slowdowns or other similar interruption of work by the unlicensed personnel or any lockout by the company during the life of this agreement.

11. *Discrimination*: This is covered by the provisions of Section 4 of the Industrial Relations and Disputes Investigation Act.

12. *Customary Duties*: Members of all departments shall perform the necessary and customary duties of that department. Each member of all departments shall perform only the recognized and customary duties of his particular rating.

### 13. *Wages*:

A. That Imperial Oil Limited should award an increase upon the present wage rates of seven (7) per centum to all unlicensed personnel employed on the vessels involved, effective from October 1, 1957.

B. That the company should grant a further increase of seven (7) per centum to all unlicensed personnel employed on the vessels involved, effective from October 1, 1958.

Both the recommended increases to be based upon the wage rates in force on October 1, 1957 as set forth in the submission to the Board by Imperial Oil Limited for the various ratings involved.

C. That the overtime wages shall be at the rate of time and one-quarter of those adopted for straight-time work. The rate should be computed on the following basis:—

Base rate	x	1.25
173 hours.		

D. That the wage rate for bargemen employed on Number Ten (10) should be paid one hundred and five dollars (\$105.00) per month in excess of the rate agreed upon for able seamen on company vessels.

Respectfully submitted,  
(Sgd.) J. LEONARD,  
Member.

(Sgd.) F. E. HARRISON,  
Chairman.

## MINORITY REPORT

The undersigned concurs with the recommendations made in the majority report of the Board, with the following exceptions:

1. *Employment*—It is recommended that the following clauses should be adopted:

(a) The union agrees that during the period this agreement is in effect, unlicensed personnel to be hired for employment on the *Imperial Nanaimo* and *Imperial Namu* may be requested through the office of the union.

(b) The actual selection, hiring, and dismissal of unlicensed personnel shall be at the discretion of the company.

(c) The union agrees to co-operate fully with the company in obtaining well qualified and reliable personnel to fill vacancies as they occur.

(d) It is mutually agreed that the employees may be shifted between the units covered by this agreement as may be required by the exigencies of the company's service, provided, however, that the employee shall be free of authorized travelling expenses, with no loss of pay.

(e) In conformance with general company policy, resignation of any of the personnel covered by this agreement from the company's service shall preclude his re-employment with the company in any capacity, unless his re-employment is completely satisfactory to the company.

2. *Union Security and Check-Off*—During the term of this agreement the company agrees to deduct monthly union dues on written authorization by the employees, and to remit same to the union. These authorizations shall remain in force until and unless they are revoked in writing by the employee.

The forms of authorization and cancellation mutually agreed upon are shown as Appendices "A" and "B" respectively.

3. *Welfare Plan*—It is recommended that, in view of the generous provisions of the present company plan, it be retained in operation.

4. *Wages*—The Imperial Oil Limited should enter into a two-year agreement commencing October 1, 1957 and expiring September 30, 1959. That the present wage rates should apply until October 1st, 1958 and at that date a further 5-per-cent wage increase across the board should apply.

5. That the overtime pay should be at the rate of time and one-quarter commencing October 1, 1958.

6. That the rate for bargemen should be \$105.00 per month over the rate mutually agreed upon for able seamen.

(Sgd.) R. A. MAHONEY,  
Member.

# Report of Board in Dispute between

Canadian National Steamship Company, Limited; Canadian Pacific Railway Company (British Columbia Coast Steamship Service)

and

Seafarers' International Union, Canadian District

The following is the report of Board of Conciliation and Investigation established under the provisions of the Industrial Relations and Disputes Investigation Act 1948, and amendments thereto.

The members of the Board are: Mr. Richard A. Mahoney, nominated by the companies concerned; Mr. Owen Mason, union nominee; and Mr. F. E. Harrison, third member and Chairman.

Sittings of the Board with representatives of the parties were held at the City of Vancouver, British Columbia, on October 28 and 29, November 1, 4, 5, 6, 8, 12, 14 and January 9. At such sittings the parties were represented as follows:

*Canadian National Steamships Limited:* H. Abbott, Assistant Manager Labour Relations; Captain K. L. Crump, Labour Relations Assistant; G. A. MacMillan, Superintendent C.N. Steamships; L. V. Wilson, Assistant Engineer Superintendent C.N. Steamships.

*Canadian Pacific Railway Company (B.C.C.S.S.):* W. L. Jacobson, Supervisor Contract Negotiations; Captain P. F. Batten, Assistant Superintendent; J. Allan Carr, Supervisor of Research; E. J. Marsh, Accountant; R. E. Stewart, Assistant Superintendent Engineers; H. Tyson, Superintendent, B.C.C.S.S.

*Seafarers' International Union of North America, Canadian District:* Norman Cunningham, Agent; T. Burnett, Committee; K. Dawson, Committee; E. F. Masters,

Committee; D. T. Geheart, Committee; F. W. French, Committee; R. Heinekey, Chairman Negotiations Committee.

Subsequently, the members of the Board met apart from representatives of the parties on November 15, 19, 21, 26, December 9, 10, 17, 23, 1957, January 2, 9, 20 and February 3, 1958.

The agreement between the Canadian National Steamships Limited and the Seafarers' International Union of North America, Canadian District, affecting thirty-one (31) unlicensed personnel, was effective from June 1, 1955 (Exhibit 1A). It was signed on January 3, 1956 and expired on September 15, 1957.

The contract between the Canadian Pacific Railway Company (British Columbia Coast Steamship Service), affecting three hundred and three (303) unlicensed personnel, was effective from June 1, 1955 (Exhibit 1A). It was consummated on November 25, 1955 and expired on September 15, 1957.

In the first regular meeting of the Board, at which representatives of both parties were present, the union presented copies of identical new agreements for acceptance by both parties (Exhibits 1B, Canadian Pacific Railway Company, and 1C, Canadian National Steamships Limited).

The draft contracts mentioned contained fifty-seven (57) sections, which included fourteen (14) changes requested in the provisions of the expired contracts and four (4) new proposals, which are as follows:

CURRENT AGREEMENT	ITEM	UNION PROPOSAL
1. ARTICLE 1. Sec. 3.....	Union Security.....	Art. 1. Sec. 2(a)
2. Sec. 4.....	Deduction of dues and initiation fee.....	Art. 1. Sec. 2(b)
3. Sec. 7.....	Stoppage of work.....	Art. 1. Sec. 7
4. ARTICLE 2. Sec. 3.....	Annual leave.....	Art. 2. Sec. 1
5. Sec. 5.....	Overtime hours.....	Art. 2. Sec. 10
6. Sec. 7.....	Working cargo.....	Art. 2. Sec. 12
7. Sec. 9.....	Penalty rates.....	Art. 2. Sec. 14
8. Sec. 11.....	Sailing shorthanded.....	Art. 2. Sec. 3
9. Sec. 20.....	Subsistence and room.....	Art. 2. Sec. 7
10. Sec. 26.....	Crew's quarters.....	Art. 1. Sec. 19(d)
11. ARTICLE 3. Sec. 2).....		
Sec. 3).....	Hours of work.....	Art. 2. Sec. 9
Sec. 4).....		Art. 2. Sec. 10
Sec. 5).....		
12. ART. 3. and 4. Sec. 1.....	Wages.....	Art. 3. Sec. 1
13. ARTICLE 3. Sec. 13.....	Cleaning roseboxes.....	Art. 3. Sec. 5
14. ARTICLE 4. Sec. 2.....	Hours of work.....	Art. 2. Sec. 10
Sec. 5.....	Hours of work.....	Art. 2. Sec. 10.

The new proposals are as follows:

1. Medical examinations.....	Art. 1. Sec. 9
2. Laid-up ships.....	Art. 2. Sec. 8
3. Manning scale.....	Art. 1. Sec. 30
4. Maintenance work.....	Art. 2. Sec. 9

During February, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Steamship Company, Limited and the Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Richard Mahoney and Owen E. Mason, both of Vancouver, nominees of the companies and union respectively.

The text of the recommendations is reproduced here.

The Board considered the remaining unsettled clauses of the proposed agreements and gave unanimous approval to the following:

It is agreed by the undersigned that agreement has been reached upon the various items as follows:

*Article 1, Section 1—Union Recognition*—Leave as in present agreement.

*Article 1, Section 8—Ship's Delegate*—Leave as in present agreement.

*Article 1, Section 9—Authority of Master*—Leave as in present agreement.

*New Proposal—Medical Examination*—It was agreed that as soon as the agreement was signed the company should take immediate steps for medical examinations for prospective employees and present employees, to be at the expense of the company.

*Article 2, Section 1—Seniority*—The present section 1, of Seniority to remain as is with the following changes: Omit part (b); Add to part (f) the following words at the end of the paragraph "Within six months of the date of promotion".

*Article 2, Section 4—Penalty Time*—This clause will resolve itself when agreement has been reached on wages and overtime rates.

*Article 2, Section 8—Special Commodities*—Leave as in present agreement and add two new commodities suggested by the Union, namely: Caustic and Fish Eggs. The question of ore is not a problem here as it is not handled on these ships.

*Article 2, Section 11—Sailing Short-handed*—Leave as in present agreement.

*Article 2, Section 26—Crew's Quarters*—No change in this section but section 27 of the same article should be headed "Ventilation and Paint", and should read as follows:

All quarters assigned to the unlicensed deck and engine-room personnel and all mess-rooms provided for their use shall be adequately ventilated and a sufficient number

of fans provided. In addition the paintwork shall be kept clean and in reasonable condition.

*Article 3, Section 13—Cleaning Rose Boxes*—The dispute on this clause will resolve itself when the new Penalty and Overtime rate is established.

*New Proposal—Manning Scale*—This new union proposal to be omitted from the agreement.

*Article 2, Section 8—New Proposal—Laid-up Ships*

(a) Where employees are working on ships out of commission or on overhaul, the hours of work shall be eight (8) in one day and forty (40) in one week.

(b) Wages on laid-up ships shall be on an hourly rate. A basis of 173 (one hundred and seventy-three) hours divided into the monthly rate. The manner in which subsistence shall be handled shall be discussed between the company and the union.

(c) Where crew members are required to work more than eight (8) hours in any one day and more than forty (40) hours in one week they shall be paid for the extra hours so worked at the prevailing overtime rate.

Split shifts not to be allowed.

*Article 2, Section 10—Hours of Work and Overtime*—This is a very complicated subject and the Board did not feel it advisable to write the clause covering the various complications. However, the following agreement in principle has been reached by Board members:

It is agreed in principle that hours of work for employees shall be on the basis of eight (8) hours in a spread of ten (10). The wording of this agreement to be fitted into regulations governing hours of work and overtime, and the wording to be agreed upon by the union and the company.

This will not apply to watchkeeping personnel.

In conjunction with this agreement it is also agreed that there shall be no limitation as to the starting and stopping times of the ten-hour spread.

(Sgd.) E. O. MASON,  
Member.

(Sgd.) R. A. MAHONEY,  
Member.

(Sgd.) F. E. HARRISON,  
Chairman.

The foregoing unanimous decision of the Board left the below-mentioned clauses of the proposed agreement submitted by the union unsolved:

1. Union Security
2. Supplying of men
3. Deduction of dues and assessments
4. Stoppage of work
5. Annual leave

6. Overtime rate
7. Working cargo
8. Penalty rates
9. Subsistence and room
10. Maintenance work
11. Wages.

With reference to the remaining clauses of the proposed contract upon which the members of the Board were unable to reach agreement, it is recommended that the parties concerned should accept the following:

1. *Union Security*—It is recommended that the clause contained in the expired agreements be retained without alteration.

2. *Supplying of Men*—It is recommended that the clauses contained in the expired agreements be retained without alteration.

3. *Deduction of Dues and Initiation Fees*—The company agrees that dues and initiation fees shall be deducted by the company from the wages of the employees covered by this agreement. The company agrees to remit these dues and initiation fees to the union.

4. *Stoppage of Work*—There shall be no strikes, lockouts or stoppage of work while the provisions of this agreement are in effect.

5. *Annual Vacation*—

(a) Employees who terminate their employment with less than 12 months service to their credit shall be granted vacation pay at the rate of 2 per cent of their earnings while employed.

(b) Employees after twelve (12) months of accumulated or continuous employment shall be allowed one (1) week's annual vacation with pay. In subsequent years, if in continuous employment, they will be granted two (2) weeks' annual vacation with pay for the preceding twelve (12) months since completion of the last vacation year.

(c) If not in continuous employment, they shall in subsequent years be allowed annual vacation on the basis of one (1) day's annual vacation with pay for each month worked during the preceding twelve (12) months since completion of the last vacation year.

(d) Annual vacation shall be granted at the convenience of the company.

6. *Overtime Rate*—

(a) The regular overtime rate for unlicensed deck and engineroom personnel covered by this agreement shall be time and one-quarter for all time worked in excess of eight (8) hours in any one day or for any time worked outside of a spread of ten (10) hours in any one day.

7. *Working Cargo*—All unlicensed personnel covered by this agreement, when called upon to work cargo off watch, shall be paid

at the overtime rate for such time worked. The following petty officers on the Deck Department, when called upon to work cargo, shall be paid at the premium rate of time and one-quarter for all time so employed: night watchmen, quartermasters, leading daymen, lookoutmen.

8. *Penalty Rate*—It is agreed that a premium of seventy-five (75) cents per hour be paid to all employees covered by this agreement when required to perform the following: cleaning double-bottomed water tanks, cleaning and working inside boilers working inside smokestacks and working in bilges below bottom deck plates with a minimum of four (4) hours when the work is performed during the hours of eight (8.00) a.m. to five (5.00) p.m.

9. *Subsistence and Room*—

(a) All ships to be found in port if vessel is laid up less than one week, but if vessel is to be withdrawn from service for a period of one week or more the employees covered by this agreement working by laid-up vessels shall have the option of receiving room and board or two dollars (\$2.00) per working day in lieu thereof, provided they notify their supervising officer of their intention not later than 24 hours before their vessel lays up. Room and board to be of same standard as when ships are in service.

(b) Food and lodging allowance if the vessel is to be laid up one week or more shall commence on the day subsequent to withdrawal from service and shall cease on the day on which the vessel resumes commission.

(c) When room is not provided on the employee's own ship, arrangements shall be made to provide him with a room of the same standard as when ship is in service.

(d) When meals are required and not made available by the company the employee concerned shall receive an allowance of two dollars (\$2.00) per day in lieu thereof. In the case of Canadian Pacific Railway Company (British Columbia Coast Steamships) this clause shall read "an allowance of three dollars (\$3.00) per working day in lieu thereof".

10. *Maintenance Work*—The company agrees that it will make every effort to have maintenance work performed during working hours.

11. *Wages*—In their submissions the companies stated that increases in the wage structure requested by the union range from thirty-two (32) percentum for Ordinary Seamen to ninety-four (94) percentum for Leading Daymen. It was further contended that five out of eight classifications of unlicensed personnel would receive increases of forty-eight (48) percentum if

the demands were conceded. It was stated by them that, in the Province of British Columbia generally, wage advances in various industries, with rare exceptions, ranged from six to twelve per centum in the calendar year 1957.

The Seafarers' International Union supported its request by quoting from an agreement recently concluded between the union and the British Yukon Navigation Company Limited (Exhibit No. 6). That contract is effective for a period of two years and sets forth a wage of \$346.00 per month for Able Seamen and other ratings in like proportion. The companies, in reply, suggested that the B.Y.N. Company operates only one vessel, employing eight unlicensed personnel, between two ports, and claimed, therefore, it was not a comparable operation.

It is recommended—

1. That an agreement be entered into between the parties concerned for a period of two (2) years dating from September 15, 1957 to September 15, 1959.

2. That an increase of sixteen (16) per centum be granted to unlicensed personnel from September 15, 1957 to September 15, 1958 based upon the wage rates paid at the expiry of the last agreement.

3. That an additional increase of nine (9) per centum be granted to unlicensed personnel from September 15, 1958 to September 15, 1959 based upon the wage rates paid at the expiry of the last agreement.

The percentage increases recommended are based upon the premise that the companies will make a contribution to the Union Welfare Fund in the future on the basis of the union's proposal.

The Board has given careful consideration to the submissions and the representations made on behalf of the parties concerned and full opportunity was given to both parties to present their views and arguments and to answer the submissions made in opposition. Submissions were presented to the Board in the form of written briefs, as well as oral discussions supported by a number of exhibits.

The Board appreciates the co-operation it has received from both parties and is pleased to record that the information and briefs submitted were ably prepared and of great assistance in arriving at a determination.

It is also pleased to report that harmonious relations have existed between the parties to this proceeding over a period of years and that the hearings were conducted in an atmosphere of friendly co-operation, indicating a desire to reach

agreement and to understand the problems affecting both parties.

All of which is respectfully submitted.

(Sgd.) F. E. HARRISON,  
Chairman.

### Dissent

The undersigned concurs with the recommendations of the Board Chairman with the exception of the wage increases. I consider an advance of twelve (12) per centum in wage rates covering the unlicensed personnel to be fair and equitable; this increase to be effective from September 15, 1957 to September 15, 1958. If an agreement is consummated for an additional year, I consider that an additional advance of five (5) per centum based upon the present wage scale should be granted from September 15, 1958 until the expiry of the contract.

(Sgd.) R. A. MAHONEY,  
Member.

### MINORITY REPORT

Herewith is my report, which constitutes a minority report, of a Board of Conciliation and Investigation, established under the provisions of the Industrial Relations and Disputes Investigation Act, 1948, and amendments thereto, for the purpose of endeavouring to bring about a reconciliation between the above-cited parties.

The members of the Board are: (see box, page 398).

Sittings of the Board were held at the City of Vancouver, British Columbia, on October 25, 1957, October 28, October 29, November 1, November 4,\* November 5, November 6, November 8, November 12, November 14, November 15, November 19, November 21, November 26, December 9, December 10, December 17,\* December 23,\* January 2, 1958, January 9,\* and January 20.

At the open meeting of the Board, the parties were represented as follows: (see page 397).

\*Union Nominee not present.

The list of exhibits submitted to the Board were as follows:

Date Presented (1957)	Exhibit No.	Description
Oct. 28	1	Copy of brief of Seafarers' International Union of North America, Canadian District.
Oct. 28	1A	Copies of agreements between Canadian Pacific Railway Company and Canadian National Steamship Company Limited with Seafarers' International Union, which expired on September 15, 1957, submitted by SIU.

Oct. 28	1B	Copy of proposed agreement between the Seafarers' International Union of North America, Canadian District, and Canadian Pacific Railway Company, submitted by the SIU.
Oct. 28	10	Copy of proposed agreement between the Seafarers' International Union of North America, Canadian District, and Canadian National Steamship Company Limited, submitted by SIU.
Oct. 30	2	Copy of brief of Canadian Pacific Railway Company (BCCSS) and Canadian National Steamship Company Limited.
Nov. 1	3	Copy of rebuttal submitted by Canadian Pacific Railway Company (BCCSS) and Canadian National Steamship Company Limited.
Nov. 1	4	Copy of rebuttal submitted by Seafarers' International Union of North America, Canadian District.
Nov. 5	5	Copy of statement relative to overtime on Canadian Pacific vessels submitted by Canadian Pacific Railway Company.
Nov. 5	6	Copy of agreement between British Yukon Navigation Company Limited and Seafarers' International Union submitted by the Union.
Nov. 5	7	List of companies accepting union clause covering union security submitted by Seafarers' International Union.

The number of employees directly affected are:

B.C. Coast Steamship Service.....	350
(Canadian Pacific Railway).....	35
Canadian National Steamship Co.....	385
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It is with regret that I find myself unable to subscribe to the recommendations of Mr. R. Mahoney (Employer's Nominee) or those of the Chairman (Mr. F. E. Harrison).

The views of the former I am familiar with; those of the latter are still a complete mystery to me—even after some seventeen sittings of the Board.\* In the circumstances, it is therefore, not surprising that I am unable to endorse the Chairman's findings—whatever they may be.

Before I adduce the reasons which have led me to my findings, I have one further observation to make. This Board of Conciliation is but one of many which I have been constituted to attempt to resolve disputes between shipping employers on this Coast and the numerous unions representing their employees, both licensed and

unlicensed personnel. All of them, I believe, are or will be, chaired by Mr. F. E. Harrison.

Early in these hearings, one of those Boards concluded its hearings and submitted its recommendations to you (Westward Shipping Ltd. (MV *Standard Service* and MV *B.C. Standard*) vs. Seafarers' International Union of North America, Canadian District). (L.G., Jan., p. 70).

I understand that each of the members of the Board of Conciliation submitted separate reports to you. I further understood that the Chairman's recommendation was that an increase of 16 per cent should be granted the various classes of employees covered by the existing agreement; the increase to apply for the unexpired term of the collective agreement.

I intimated to the Chairman that such a recommendation was completely unacceptable to me as a basis of settlement irrespective of whether the unions' requested schedule of wage rates was to apply immediately or to be achieved during the lifetime of a two-year collective agreement.

I, therefore, ask the Chairman whether in the instant dispute he was bound by that decision. My reason for asking the question was quite obvious. If he were so bound, I would have refused to have been a party to these protracted deliberations which have resulted in a totally unjustifiable waste of the taxpayers' money. I was given to understand that this recommendation in the Westward Shipping dispute was not binding. I have now found out (*See footnote*) that the Chairman's recommendation for the first year of a proposed two-year collective agreement is identical with his recommendation in the Westward Shipping dispute.

How such a recommendation was arrived at is beyond my understanding. If there had been anything in the evidence submitted to this Board to warrant an increase of this magnitude, I would not have questioned the sincerity of the assurance given to me, but I am driven to the conclusion that these hearings have been deliberately prolonged unnecessarily. The net result—a sum considerably in excess of \$1,000.00 of the taxpayers' money has gone down the drain, in addition to a waste of man-hours I, at least, could ill afford.

I shall now proceed to indicate the facts which have led me to the recommendations which follow.

After several hearings, the parties to this dispute met privately and were able to resolve a few of the disputed items. The following remain for our disposal:

\*After I had retired to pen this report, the Chairman revealed his wage recommendation to me. As a result, I have revised the above.

CURRENT AGREEMENT	ITEM	UNION'S PROPOSED AGREEMENT
Clause No.		Clause No.
ARTICLE 1. Sec. 3	Union Security	Article 1. Sec. 2(a)
Sec. 4	Deduction of dues and initiation fees	Article 1. Sec. 2(b)
Sec. 7	Stoppage of work	Article 1. Sec. 7
Sec. 8	Ships' Delegate	Article 1. Sec. 3
Sec. 9	Authority of Master	Omitted
NEW PROPOSAL	Medical examination	Article 1. Sec. 9
ARTICLE 2. Sec. 1	Seniority	Article 1. Sec. 8
Sec. 4	Penalty time	Omitted
Sec. 5	Overtime hours	Article 2. Sec. 10
ARTICLE 2. Sec. 3	Annual leave	Article 2. Sec. 1
Sec. 7	Working cargo	Article 2. Sec. 12
Sec. 8	Special Commodities	Article 2. Sec. 13
Sec. 9	Penalty rates	Article 2. Sec. 14
Sec. 11	Sailing shorthanded	Article 2. Sec. 3
Sec. 20	Subsistence and room	Article 2. Sec. 7
Sec. 26	Crew's quarters	Article 1. Sec. 19(d)
NEW PROPOSAL	Laid-up ships	Article 2. Sec. 8
NEW PROPOSAL	Manning scale	Article 1. Sec. 30
NEW PROPOSAL	Maintenance work	Article 2. Sec. 9
ARTICLE 3. Sec. 2	Hours of Work	Article 2. Sec. 9
Sec. 3		
Sec. 4		
Sec. 5		
ARTICLE 3. Sec. 13		
ARTICLE 4. Sec. 2	Hours of Work	Article 2. Sec. 10
Sec. 5	Hours of Work	Article 2. Sec. 10

Comparisons for the purpose of determining a fair and equitable settlement may be conveniently grouped into two broad classifications. On the one hand, there are the inter-industry comparisons, that is, comparisons with other industries, and on the other hand, there are the intra-industry comparisons, or comparisons within the same industry.

The CPR, which presented the evidence for both companies, contended that inter-industry comparisons, that is, comparisons with industries ashore, should not be accepted. Thus, paragraph 56 of their submission states:

Any attempt to relate marine to shore-based occupations must fail for lack of comparability. The classifications which appear generally throughout the shipping industry, such as able seamen, bos'n, oiler, wiper, and so on, are not to be found in shore establishments, and any shore workers which may be selected by the employees for purposes of comparison can only be selected in a purely arbitrary manner.

If we accept this contention then surely it follows that settlements in the same industry must be accorded great weight by this Board of Conciliation. Initially, at least, that appeared to be the opinion of the CPR also, as is evidenced by the following, which appears at paragraph 54 of their initial submission:

Instead, during earlier discussions, the employees based their claims mainly on comparisons with the wages of other workers. *Unable to find favourable comparisons in the coastal shipping industry in the area in which these companies compete*, the employees

have claimed similarity with workers in other British Columbia industry, all shore-based, and for that reason not comparable in any relevant way with the employees which are here the concern of your Board.

Then suddenly overnight, the CPR reversed itself.

In their rebuttal, they stated:

The fact also is that these two companies operate over half of the passenger and freight shipping on the British Columbia Coast and employ as many personnel as all the others combined. Remove these companies and one large competitor and the remainder operate one or two, or at best only a few small ships with small crew complements. It can hardly be said, therefore, that agreements with any or all of them constitute a pattern for the industry if these two companies are excluded.

In plain English, not only are wage rates ashore irrelevant but further, wage rates in coastal shipping are irrelevant unless agreed to by the CPR and CNS. I must reject this kind of nonsense unreservedly.

The reason for this astonishing reversal by the CPR is not hard to find. The wage contour in coastal shipping here in British Columbia consists of the following firms:<sup>1</sup>

Canadian Pacific Railway (B.C.C.S.),  
Canadian National Railway (C.N.S.),  
British Yukon Navigation Company,  
Union Steamships,  
Packers Steamship Company,  
Northland Navigation,  
Tidewater.

<sup>1</sup>The Oil Tankers constitute a different wage contour.



All of these contracts are now open for re-negotiation. Obviously, inasmuch as they form a wage contour, all prescribe roughly the same wage rates.

Therefore, the CPR believed they were quite safe in stating that the union could not find favourable comparisons in the coastal shipping industry. When the company rejected the union's comparisons with shore-based industries, the latter explored the only avenue available to them.

They signed a collective agreement with one of the firms listed above.

That collective agreement incorporated almost all of the demands made upon the CPR and CNR.

Obviously, the companies which are a party to this dispute found themselves in an impossible position and one could not help sympathizing with them.

As Professor Ross remarks:

One of the cardinal sins of business conduct is to offer a wage rate, or a wage increase, which proves embarrassing to other employers. In a period of aggressive union demands, there is a tightening of discipline in the business community; "getting out of line" becomes as criminal as grand larceny.<sup>2</sup>

In the face of this settlement, CPR was obliged to attempt to convince the Board that the British Yukon Navigation Company collective agreement should be disregarded. They failed miserably.

To begin with, they pointed out that the British Yukon Navigation Company's operations were confined to freight, whereas the parties to this dispute carried passengers. I fail to see that this observation has any merit inasmuch as Northland Navigation, Tidewater operate freighters only and yet pay the same wage rates as CPR and CNS. It should also be noticed that the wage rates for both British Yukon Navigation and the CPR were identical in the past.

Perhaps the most convincing evidence that the nature of the operation is irrelevant insofar as wage determination is concerned is to be found in the fact that Union Steamships Limited operates five passenger vessels and five freighters with identical wages prevailing in both.

The next objection raised by the CPR was that the British Yukon Navigation Company operated one ship only, whereas they operated ten. They neglected to point out that the CNR operated one ship only and that for only part of the year, and yet, they are a party to this dispute and pay wage rates identical with those of the CPR.

These objections have their amusing side. If we accept the CPR's reasons for ignoring

the British Yukon Navigation Company's settlement, an interesting situation arises. It will be recalled that the British Yukon Navigation Company Limited operates one ship. It carries no passengers. It is built to carry a specialized cargo. The vessel is run by a complement of fourteen unlicensed personnel, plus, of course, a number of licensed personnel. The SIU is also party to a dispute involving the MV *Western Shell*. This vessel is operated by Shell Canadian Tankers Limited. She carries no passengers. She is built to carry a specialized cargo. There are 11 unlicensed personnel in her crew.

Therefore, it would appear that if the CPR's observations are valid, the British Yukon Navigation Company settlement should be extremely pertinent to the MV *Western Shell* dispute. The union said so before a Board of Conciliation but the employer was just as reluctant as the CPR to accept the comparison.

It will be seen then, that the CPR's objections to the relevancy of the British Yukon Navigation settlement are without substance. In any event, what is being compared is not one shipping company with another, but a group of workers with a group of workers. I note that for many years, conciliation boards have accepted the durable goods industries as a proper standard of comparison for the CPR's non-operating railway employees; that being so, there is much merit in the Union's contention that: "...we are not being unreasonable when we suggest that the closest resemblance to a British Columbian seaman working on a coastal vessel is another British Columbian seaman working on another coastal vessel". I, therefore, contend that the CPR's objections to the relevancy of the British Yukon Navigation Company's settlement, although understandable, must be rejected.

On the other hand, the attitude of the Chairman towards this settlement was astonishing, to say the least. He informed me on numerous occasions that the increase granted by the British Yukon Navigation Company was not what it appeared to be on the surface, and that the concessions made by the union were such as to guarantee that the increase in operating costs would only be in the neighbourhood of 8 per cent. I was even informed that they would adduce documentary evidence to this effect. Naturally, I am still waiting. I admit that certain concessions were made to the company in question, but nevertheless, inasmuch as no evidence was submitted to indicate the magnitude of the savings involved, I am disinclined to attach any significance to them. In any event, the

<sup>2</sup>Trade Union Policy. Arthur M. Ross.

argument is academic. The concessions did not involve an increase in the work load of the unlicensed personnel. They pertained to the abolition of the "sailor's hatch" in Skagway. In view of the foregoing, I am driven to the conclusion that the British Yukon settlement is a compelling consideration in the resolution of this dispute. I am unalterably opposed to creating a wage differential when none existed before. There can be no stability in this industry where men are called upon to do the same work at different rates of pay.

I must apologize for this lengthy preamble to my recommendation proper, but inasmuch as others will be obliged to assume the burden of resolving this dispute, I feel that an explanation of what follows may not be without value. The union's requests may be conveniently divided into two categories, those which are required to correct inequities and those which were designed to bring some measure of uniformity to the numerous collective agreements in existence in this industry. With but few exceptions, the union's requests are not unknown in this industry. I, therefore, conclude that the majority of the union's requests deserve serious consideration. Nevertheless, I am prepared to either concede or compromise on a number of them. I do so for obvious reasons. This dispute will be difficult enough to settle peaceably without the post-Board negotiations being encumbered by numerous items which may well be left to a future date for resolution. However, merely because I am not, on this occasion, endorsing the union's requests, it must not be thought that I subscribe to the viewpoint expressed by the CPR when they stated:

The present agreements between the parties are the result of long negotiation between them and the clauses have been carefully written to express the common interest of employer and employee. In the main, they have stood the test of time. They work.

The following recommendations are *not* concurred in with my colleagues:<sup>3</sup>

*Article 1, Section 1, 2—Union Security—* These items pertain to Union Security. Other employers in this industry have signed collective agreements embodying these sections and I see no good reason why these Companies object. I recommend that the union's requested clauses be incorporated in the forthcoming collective agreement "as is".

*Article 1, Section 7—Stoppage of Work—* The objections of trade-unionists to cross legally-established picket lines is too well

known to deserve elaboration. I, therefore, concur in the union's request.

*Article 2, Section 1—Annual Leave—* The union's request is no more than the minimum provided for by provincial statute, although more generous than that provided by federal legislation. I am not impressed by the argument that the present vacation clause remain unaltered until such time as the federal Government sees fit to enact legislation on a par with that prevailing in this province. These men work in British Columbia, and I see no good reason why their vacation privileges should be inferior to the vast majority of British Columbia workmen merely because they come under federal jurisdiction. I, therefore, recommend that the vacation clause be written to conform with legislation in this province.

*Article 2, Section 7—Meals in Port—* I recommend that the union's requested clause be granted, providing that the lodging allowance be reduced to \$2.50 per night. The Section will then be identical with that in the British Yukon Navigation Company contract.

*Article 2, Section 9—Maintenance Work—* The union's requested clause is contained in the British Yukon Navigation Company agreement, and I recommend that the union's request be granted. However, I further recommend that the proposed clause be re-drafted in order to clarify its intent.

*Article 2, Section 12—Working Cargo—* The present clause is grossly discriminatory and I cannot agree to its perpetuation. The union's proposal is eminently reasonable and, accordingly, I recommend its incorporation in the forthcoming collective agreement.

*Article 2, Section 14—Dirty Money—* I recommend that the union's request be granted. An identical clause is to be found in the British Yukon Navigation Company agreement, and I understand that the other companies on this coast are prepared to accede to this request.

*Article 3, Wages—* I am not prepared to accept *all* the classification rates proposed by the union. I am, however, prepared to recommend the following schedule of wages, which does not conflict with the settlement negotiated with the British Yukon Navigation Company:

Rating	Monthly Rate	Hourly Rate
Bosun	\$400.00	\$2.31
A.B.	346.00	2.00
O.S.	295.00	1.70
Storekeeper	400.00	2.31
F/W/T	363.00	2.10
Oiler	346.00	2.00
Fireman	330.00	1.90
Wiper	295.00	1.70

<sup>3</sup> Throughout, I am referring to the Unions' proposed collective agreement.

Inasmuch as these protracted proceedings are not the fault of the union, I further recommend that the above rates be retroactive to September 15, 1957.

Rating	Overtime	Hourly Rate
Bosun .....		\$3.25
A.B. ....		2.50
O.S. ....		2.12½
Storekeeper .....		3.25
F/W/T .....		2.62½
Oiler .....		2.50
Fireman .....		2.37½
Wiper .....		2.12½

The union requested that overtime be paid at the rate of one-half times the regular rate of pay. Under normal circumstances, I would be prepared to recommend this penalty rate, but inasmuch as the union has seen fit to rest their case on the British Yukon Navigation Company settlement, they must take the bad with the good. I, therefore, recommend the above.

As mentioned elsewhere, the Company Nominee and myself agreed to dispose of a number of items. They are as follows:

*Article 1, Section 3—Ship's Delegate—*Leave as in present agreement.

*Article 1, Section 8—Seniority and Promotions—*The present Section 1 of Seniority to remain as is with the following changes: Omit part (b); Add to part (f) the following words at the end of the paragraph, "Within six months of the date of promotion".

*Article 1, Section 30—Manning Scale—*This new union proposal to be omitted from the collective agreement.

*Article 2, Section 3—Sailing Short-handed—*Leave as in present agreement.

*Article 2, Section 8—Laid-Up Ships—*  
(a) Where employees are working on ships out of commission or on overhaul, the hours of work shall be eight (8) in one day and forty (40) in one week.

(b) Wages on laid-up ships shall be on an hourly rate. A basis of 173 (one hundred and seventy-three) hours divided into the monthly rate. The manner in which subsistence shall be handled shall be discussed between the company and the union.

(c) Where crew members are required to work more than eight (8) hours in any one day and more than forty (40) hours in one week, they shall be paid for the extra hours so worked at the prevailing overtime rate. Split shifts not to be allowed.

*Article 2, Section 13—Special Commodities—*Leave as in present agreement and add the following commodities, namely, caustic and fish-eggs.

*Article 4, Section 5—Cleaning Bilges and Rose-boxes—*The dispute on this clause will be automatically resolved when the new overtime rate is established.

*Authority of Master—*The union omitted this clause from their proposed agreement. We agree that it should remain.

After the Company Nominee and I had resolved the above items, the three members of the Board were able to agree on the following:

*Article 1, Section 9—Medical Examination—*It is agreed that the cost of medical examination for prospective employees and present employees shall be borne by the company.

*Article 2, Section 10—Hours of Work and Overtime—*The union's request represented a considerable departure from present practice and the Board members did not feel competent to draft clauses dealing with this complicated issue. However, we are prepared to recommend as follows:

It is agreed in principle that hours of work for employees shall be on the basis of eight (8) hours in a spread of ten (10). The wording of this agreement to be fitted into regulations governing hours of work and overtime, and the wording to be agreed upon by the company and the union.

This will not apply to watchkeeping personnel. In conjunction with this agreement it is also agreed that there shall be no limitation as to the starting and stopping times of the ten-hour spread.

*Article 1, Section 19—Crew's Quarters—*It is agreed that the present section be retained but that Article 2, Section 27 of the present agreement entitled "Ventilation and Paint" should be amended to read as follows:

All quarters assigned to the unlicensed Deck and Engineerrooms provided for their use shall be adequately ventilated and a sufficient number of fans provided. In addition, the paint-work shall be kept clean and in reasonable condition.

#### *Termination*

It is agreed that the parties enter into a collective agreement to expire on September 15, 1959.

All of which is respectfully submitted,

(Sgd.) OWEN E. MASON,  
Member.

February 7, 1958.

# Report of Board in Dispute between

Eastern Canada Stevedoring Co. Ltd.; Cullen Stevedoring Company Limited; Caledon Terminals Ltd., and Terminal Warehouses Ltd.

and

International Longshoremen's Association

Your Board of Conciliation, consisting of His Honour Judge J. C. Anderson, as Chairman, with Mr. Peter Wright, QC, as Employer Nominee and Mr. A. R. Mosher, OBE, as Union Nominee, was called to meet on Tuesday, January 14, 1958, but although all members of the Board except the Chairman, who was unavoidably absent, met with the parties, little was accomplished, and the Board met again in Toronto on Thursday, February 6, 1958, at which time the company representatives and the union representatives were all present.

The union representatives were Mr. Walter Harris, Mr. Cecil Rampersand and Mr. B. T. Doherty, International Representative.

The employer representatives were: Mr. W. L. Cochrane, Eastern Canada Stevedoring Co. Ltd.; Mr. E. J. M. Walford, Terminal Warehouses Limited; Mr. A. E. Butchart, Caledon Terminals Limited; Capt. H. P. Cullen, Cullen Stevedoring Co. Limited; and Mr. S. E. Dinsdale, Counsel.

It appeared from a copy of Mr. F. J. Ainsborough's letter to Mr. Bernard Wilson, Director of Industrial Relations, which letter is dated November 8, 1957, that Mr. Ainsborough, while acting as Conciliation Officer, made a proposal for settlement of all outstanding issues to both the union and the employers, and the union committee agreed to recommend the acceptance of this proposal, but the proposal for

settlement of the outstanding issues was rejected by the union membership, and thereupon, Mr. Ainsborough recommended the establishment of a Board of Conciliation.

The proposals for settlement of all outstanding issues as put forward by Mr. Ainsborough are set out in Exhibit 3 in the brief filed with this Board on behalf of the companies, and a copy of which was handed to the union, as well as to each member of the Board, at the hearing.

Your Board of Conciliation recommends that the parties enter into a collective agreement in the terms of the said Exhibit 3, except that they recommend that Section 6 and sub-sections (i) and (j) of Section 7, of the said Exhibit 3 shall be amended, and as amended shall read as follows, and not as shown in the said Exhibit:

#### *Section (6):*

Minimum longshore gang shall consist of fourteen men, inclusive of the foreman, on general merchandise cargoes. However, when general merchandise cargoes are not involved, this is not to be construed as requiring the company to hire a complete gang of fourteen men where the nature of the vessel or other cargo does not require that number of men per gang. The union shall have the right to ask for written reasons to be given by the Company when any reduction in the number of men constituting a longshore gang under this clause is made, and the company concerned shall supply such written reasons to the union within twenty-four hours of the receipt of such request. The company shall have the right to judge how all the men in the gang are to be distributed, and shall also have the right to work with falls together or any other practical and safe method of loading or unloading. Any question in regard to sling loads or overworking the men shall be handled in accordance with the provisions of Article 11 of this Agreement.

#### *Sub-sections (i) and (j) of Section 7:*

(i) The basic hourly rate for day work shall be \$1.80, effective with the opening of the 1958 season of navigation, and shall be increased by five cents per hour and become \$1.85 per hour for day work, effective August 1, 1958, to the close of the 1958 season of navigation. The basic hourly rate of pay for work between 6 p.m. and 11 p.m. shall be \$2.20 from the opening of the 1958 season of navigation up to July 31, 1958, and on August 1, 1958, to the end of the 1958 navigation season, the basic hourly rate for work between 6 p.m. and 11 p.m. shall be \$2.25.

(Continued on page 429)

During February, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the International Longshoremen's Association, Local 1842, and Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Company Limited, Caledon Terminals Ltd., and Terminal Warehouses Ltd.

The Board was under the chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister on the joint recommendation of the other two members, Peter Wright, QC, Toronto, and A. R. Mosher, Ottawa, nominees of the companies and union respectively.

The text of the unanimous report is reproduced here.

# LABOUR LAW

## Legal Decisions Affecting Labour

Supreme Court of Canada holds mine union president not authorized by union's constitution to extend collective agreement. Appeal against quashing of certification order dismissed by British Columbia court

The claim of District 26 of the United Mine Workers of America that its President could extend, in agreement with the company, the validity of a collective agreement, was dismissed by the Supreme Court of Canada as contrary to the provisions of the union's constitution.

In British Columbia a decision setting aside a certification order was upheld by the Court of Appeal on the ground that the Labour Relations Board failed in its statutory duty to give parties opportunity to make submissions.

### Supreme Court of Canada . . .

...rules that union president exceeded powers in extending the validity of a collective agreement

On March 3, 1958, the Supreme Court of Canada dismissed the appeal of District 26, United Mine Workers of America, from a judgment of the Supreme Court of Nova Scotia (Appeal side) (L.G., Sept. 1957, p. 1084) and ruled that the actions of the President of District 26 purporting to extend the term of a collective agreement were illegal because he exceeded the powers conferred upon him by the union's constitution.

The judgment was delivered by the Chief Justice, with whom Mr. Justice Taschereau and Mr. Justice Fauteux concurred. Mr. Justice Rand filed a dissenting opinion. Mr. Justice Cartwright in a separate opinion, while agreeing with the reasons and conclusions of the Chief Justice, added some comments regarding Mr. Justice Rand's dissenting opinion.

District 26, United Mine Workers of America, appealed that part of the judgment of the Supreme Court of Nova Scotia which confirmed an injunction granted by Mr. Justice MacDonald (L.G., Feb. 1957, p. 202) restraining the Dominion Coal Company Ltd. from paying over the sum of \$1.00 per week, or any other sum, deducted from wages of each of twelve plaintiffs-respondents by way of check-off of union dues to or for the benefit of District 26, United Mine Workers of

America, after May 11, 1956, when the term of statutory extension of the collective agreement expired.

The issue of the case at bar depended on whether the extensions of the collective agreement concluded between the President of District 26 and the company were valid and continued the "life of the contract" until a new general agreement had been concluded, or whether they had been entered into without authority and were ineffectual, as it was held by the courts below.

The circumstances of the dispute were recalled by the Chief Justice. In his opinion, so long as no applicable law is infringed, labour unions and their members are free to provide, by arrangement, for their mutual rights and obligations. Those of the parties to this appeal were governed by the constitution of District 26, of which s. 3 (c) of Article VIII and Article XIX provide:

### Article VIII

3. (c) Between sessions of the District Executive Board he (the President) shall have full power to direct the workings of the District organization and shall report his acts to the District Executive Board for its approval.

### Article XIX

1. All general agreements shall be voted upon by the members who are parties to such general agreements, and no general agreements shall be signed by the District Officers unless a majority of those voting approve of same.

Prior to October 1, 1955, a notice had been served on the company to re-open the collective agreement and, therefore, by virtue of Clause 29 of the agreement as authorized by Section 13 of the Act,

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

that collective agreement would cease to be in force on and after January 31, 1956, unless legally extended.

On or about January 24, 1956, the appellant union, through its President, and the company purported to extend that agreement for a period of two months, i.e., until March 31, 1956. Later, similar documents from time to time purported to extend the agreement to April 30, 1956; to June 30, 1956; to September 30, 1956; and to November 30, 1956.

On June 19, 1956, pursuant to Article XIX of the District's constitution, the following question was submitted to the members of District No. 26: "Are you in favour of continuation under the present agreement for the duration of the agreement year" (i.e., January 31, 1957). It was answered in the negative by a vote of 4,417 to 1,899.

The Chief Justice agreed with Mr. Justice Parker of the Court below that the phrase "the workings of the District organization" in Article VIII of the District constitution does not include the making of a new collective agreement embodying the provisions of the old one, nor the making of an agreement extending the term of the latter.

He also agreed with Mr. Justice Parker that no purported ratification by the District Executive Board in May 1956, by the District Convention in September 1956, the District Executive Board in September 1956, the International President, and the International Convention in October 1956, could validate proceedings not authorized by the constitution. "That Constitution governs officers of the union, as well as the rank and file, and if, as I think, the former exceeded the powers conferred upon them, no effect may be given to their illegal actions."

He ruled that the appeal should be dismissed with costs to be paid by the appellant to the individual respondents.

Mr. Justice Rand in his dissenting opinion noted that the fair inference from the evidence was that a district convention held in June 1955 instructed the District Executive to re-open the agreement for negotiations. The negotiations for revision of an agreement can drag out for months. On the other hand, the actual termination of a working agreement containing provisions beneficial to both employer and labour, the product of years of trial, experience and contention, might have serious consequences. A gap following the cessation of an agreement and before a new one was concluded would violate not only the principle underlying labour and management

relations, that a contract is to be coterminous with work, but also the basic desirability of the Act that employment be maintained under settled understandings to avoid the economic and industrial wastage of strikes and controversies poisoning labour relations. In his opinion, the mandate given to the District Executive by the District Convention included as part of the negotiating authority the power to effect the temporary continuance of the agreement until accord on terms acceptable to the membership had been reached which would constitute a new general agreement for a defined period which the parties would respect and which, for that period, would put an end to controversy.

The power to effect such a temporary extension of the agreement, in Mr. Justice Rand's opinion, seems to be inescapable from a proper interpretation of art. 19, which is headed "General Agreement Referendum" and seems to be the only specific reference in the constitution to collective agreements. What is meant by a general agreement is that a comprehensive consensus on terms is given new formal embodiment and duration.

A referendum is not a light matter equivalent to a motion in a meeting; it involves a highly detailed procedure to ascertain the opinion of the union, in an extended constituency with a large number of voters, on a matter of vital importance. The mere continuation of the status quo while their representatives are negotiating for new conditions is not such a matter, nor is an extension agreement a "general agreement". An extension might be needed for, say, three weeks, and the inappropriateness in that case of resorting to a referendum or of treating it as a "general agreement" is patent.

Also, he was satisfied that the actions of the President of the District Executive were in good faith and that the extensions were for the purpose solely of preserving the existing labour relations pending the eventual conclusion of a new collective agreement, and consequently the life of the collective agreement did not expire until at least November 30, 1956.

Mr. Justice Cartwright concurred with the reasons and conclusions of the Chief Justice. Regarding Mr. Justice Rand's dissenting opinion he had the following comments to offer.

Whatever right the Dominion Coal Company Ltd. had to make deductions from the wages of any of its employees against their will and to pay the amounts deducted to District 26 would have to be found in a statute or in a contract binding upon those employees. That right was contained in the collective agreement but only so long as by its terms or by virtue of the statute this agreement continued in force.

In his opinion the agreement did no longer bind the respondents after May 11, 1956.

Mr. Justice Rand showed in his reasons the desirability of a term in the collective agreement which would permit its temporary extension while negotiations were proceeding. But Mr. Justice Cartwright could not find such term expressed in the agreement and, in his opinion, the Court could not supply it by implication. The applicable rule as to the making of such implications by the Court was stated in *Hamlyn & Co. v. Wood & Co.* (1891) 2 Q.B. 488, Lord Esher M. R. said at p. 491:

I have for a long time understood that rule to be that the Court has no right to imply in a written contract any such stipulation, unless, on considering the terms of the contract in a reasonable and business manner, an implication necessarily arises that the parties must have intended that the suggested stipulation should exist. It is not enough to say that it would be a reasonable thing to make such an implication. It must be a necessary implication in the sense that I have mentioned.

Bowen L. J. and Kay L. J. agreed, and the latter added, at p. 494:

I agree with the rule as laid down by the Master of the Rolls, *viz.*, that the Court ought not to imply a term in a contract unless there arises from the language of the contract itself, and the circumstances under which it is entered into, such an inference that the parties must have intended the stipulation in question that the Court is necessarily driven to the conclusion that it must be implied.

*District No. 26, United Mine Workers of America v. Harold McKinnon et al. and Dominion Coal Company Limited.*

## British Columbia Court of Appeal . . .

. . . dismisses appeal from judgment that quashed a certification order of Labour Relations Board

On October 26, 1957, the British Columbia Court of Appeal confirmed the decision of the Supreme Court of British Columbia, of April 11, 1957, in *Re Traders' Service Limited* (L.G., Dec. 1957, p. 1492) by which a certification order was quashed on the ground that the Labour Relations Board did not give an opportunity to all interested parties to present evidence and make representations.

Chief Justice Sloan, after the appeal was dismissed, expressed the opinion that the Court, upon reflection and careful consideration of the reasons for judgment of the Court below, agreed in general with the opinions expressed therein, and consequently was dispensing with presenting its own reasons for dismissing the appeal. However, the Court felt impelled to dissociate itself from the closing comments critical of the conduct of the Board contained in the judgment of the Court below. *Labour Relations Board et al. v. Traders' Service Ltd.* (1958) 11 DLR (2d.) 364.

## Recent Regulations under Provincial Legislation

Minimum wages of hairdressers, and of employees in laundry, cleaning and dyeing industries raised in B.C. First apprenticeship regulations for lathers, revised electrical trade regulations issued in Alberta

In British Columbia, two revised minimum wage orders set a minimum wage of \$35 a week for hairdressers and 75 cents an hour for experienced workers in the laundry, cleaning and dyeing industries.

In Alberta, regulations for the lathing trade provide that apprentices must be at least 16 years of age and have completed grade 8. The licensing of electricians was brought under the Electrical Protection Act. Regulations under the Gas Protection Act make gas installation permits compulsory in most areas.

Other regulations deal with the Schedule of Industrial Diseases under the British Columbia Workmen's Compensation Act, electrical apprenticeship in Alberta and certificates of status under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act.

### Alberta Apprenticeship Act

The first regulations to be issued for the lathing trade, which last November was designated a trade under the Alberta Apprenticeship Act, and revised regulations for the electrical trade were gazetted on February 15 as regulations 7 and 8/58.

#### *The Trade of Lathing*

The special regulations for lathers (7/58) lay down rules with respect to certificates of qualification, eligibility, term of apprenticeship, ratio of apprentices to journeymen, training of apprentices, certificates of progress, examinations and hours and wages, many of which are similar to provisions in other trade rules.

Upon submission of proof of efficiency and not less than three years of qualifying experience in the trade of lathing prior to

the publication of these regulations (February 15), a person who has not served a formal apprenticeship may make application for an examination for a certificate of qualification in lathing. If he fails the examination, he will be given an appropriate standing as an apprentice and may then register and complete his training in accordance with the Act and these regulations.

As in other trades, the holder of a certificate of qualification may be asked by the Apprenticeship Board to appear for re-examination at any time and if he fails the re-test his certificate may be cancelled.

To be eligible for apprenticeship a candidate must be at least 16 years and must have completed grade 8 or its equivalent.

The period of apprenticeship is three years, including the three-month probationary period. However, as is customary in other trades, the Board, on the recommendation of the Local Advisory Committee, may approve a shorter term if the apprentice has had vocational or technical training or previous experience in the trade.

The ratio of apprentices to journeymen is one to two except that, as is customary in other trades, an employer who is himself a journeyman or who employs one journeyman is allowed one apprentice. The usual exception is also made for an apprentice transferred temporarily by arrangement with the Director of Apprenticeship for the purpose of learning a branch of the trade not carried out by the employer to whom he is apprenticed.

Apprentices must attend the prescribed educational classes and employers on their part are obliged to give apprentices sufficient instruction and practical training to enable them to develop into skilled journeymen. Like apprentices in the other designated trades, an apprentice lather must pass the required trade tests and trade examinations and receive a satisfactory report from his employer or trade school before he may be granted an annual certificate of progress or a final certificate of qualification as a journeyman.

When not attending technical classes, an apprentice in the lathing trade must be paid a specified percentage of the prevailing journeyman's wage. The rate for the first 12 months is 55 per cent, increasing to 70 per cent after successful completion of first year technical training and to 85 per cent after a second successful year.

#### *The Trade of an Electrician*

Except for changing the ratio of apprentices to journeymen and making minor amendments in the provisions dealing with educational requirements and the period of apprenticeship, the revised electrical trade

regulations are the same as the regulations they replace (L.G. 1949, p. 1572).

The minimum educational standard is grade 10, the same as before, except that under the new regulations Mathematics 10 or its equivalent is required instead of Algebra 1. As previously, a candidate with less than grade 10 may be recommended for apprenticeship by the Director if the Board so approves.

The term of apprenticeship is still four years, including the three-month probationary period, but credit may now be given for previous experience in the trade as well as for technical or vocational training. Previously, time credits were given only for experience as an indentured apprentice.

The ratio of apprentices to journeymen is now one to one instead of one to two as formerly.

#### **Alberta Electrical Protection Act**

The regulations under the Alberta Electrical Protection Act (428/57) have been amended by the addition of a new section, which was gazetted February 15 as Alta. Reg. 3/58, dealing with the certification of electrical workers.

The effect of the new regulations is that after April 1, 1958, certificates in the electrical trade will be issued only under this Act and under the jurisdiction of the Electrical Inspection Branch of the Department of Industries and Labour.

The new regulations provide that effective April 1, 1958, no person may engage in the installation, alteration or repair of electrical materials, conductors, fittings, fixtures, appliances or apparatus unless he is the holder of a certificate under this Act or a certificate of proficiency in the electrical trade issued under the Tradesmen's Qualification Act or is a registered electrical apprentice. After April 1, 1960, no person may work as an electrician unless he holds a certificate under this Act or is registered in accordance with the Apprenticeship Act and Regulations.

After that date also, no person or firm may authorize, hire or employ any person to do any electrical work within the scope of the regulations under the Electrical Protection Act, except work on transmission and distribution power lines, unless he holds a subsisting certificate under the Act. There is, however, a proviso to the effect that this rule in no way affects the employment of electrical apprentices.

Provision has been made, however, for the replacement of existing certificates, the regulations providing that a person who surrenders a valid certificate of proficiency



under the Tradesmen's Qualification Act will be granted a first class electrician's certificate without fee. A restricted certificate of proficiency may be exchanged for a second class electrician's certificate which authorizes the holder to make installations not exceeding capacities of 200 amperes, either single-phase or three-phase, at maximum voltages of 300 volts.

A person who was not licensed before April 1, 1958 may qualify for an electrician's certificate under this Act by trying the journeyman electrician examination under the Tradesmen's Qualification Act. If he obtains the pass mark set by the Department and the Board of Examiners he will be given a first class electrician's certificate without charge. An applicant who fails the examination but obtains at least four fifths of the required mark may be issued a certificate at the discretion of the Department, following a review of his examination paper and his field work.

Provision is also made for temporary certificates, which may be issued to persons who, although qualified, have not completed the journeyman electrician examination.

A temporary certificate may be valid for a period of up to three months but, irrespective of the term specified, the certificate will expire upon receipt of the results of the journeymen electrician examination.

Every certificate issued under this Act will be accompanied by an appropriate identification card, indicating the status of the certificate, which must be produced upon request of a departmental inspector or supervisor.

The Minister may cancel or suspend a certificate for a contravention of the regulations.

## Alberta Gas Protection Act

Regulations under the Alberta Gas Protection Act setting out requirements with respect to gas permits and fees and laying down standards for gas installations were gazetted on January 31 as regulations 636/57 and 637/57.

The regulations governing permits (636/57) provide that after February 1, 1958, except in a district where a satisfactory local permit and inspection service is in operation, no person may construct, install or alter any facilities for the use of natural, manufactured or liquefied petroleum gas without first applying for a permit from the Gas Inspection Branch, giving, among other particulars, the purpose for which the premises are to be used.

Permits will normally be issued only to a person with a valid Alberta certificate of proficiency. However, in districts where certified gasfitters are not available, permits for domestic and small commercial installations may be issued to a person with comparable experience. A householder may also be granted a permit to carry out an installation on his own premises.

A permit may be refused if the existing installation is not in accordance with the regulations or if the applicant has not completed other work to the satisfaction of the inspector.

The holder of a permit may install only facilities which meet the requirements of the regulations and, on completing the installation, must notify the Inspection Branch that the work is ready for inspection. There is no guarantee, however, that every installation will be individually inspected.

Except in areas where adequate local permit and inspection services are in operation, no supplier may supply gas to a new installation unless a valid permit is presented by the applicant for service. Suppliers and dealers in liquefied petroleum gas are also required to keep a record of persons or firms obtaining gas by delivery from tank trucks, by filling cylinders and containers at distribution plants or by the exchange of cylinders.

As well as requiring permits for installers, the regulations also provide that the owner or agent must submit for approval plans and specifications of gas installations for apartment houses, factories, hotels, halls, schools, theatres and other public buildings, or for other premises if requested by an inspector.

One of the general provisions of the regulations governing gas installations (637/57) states that all fatal or serious accidents to persons and all serious explosions or fires attributed to gas installations or equipment must be reported to the Gas Protection Branch by the person, firm or municipality owning or operating the gas distribution or supply facilities.

Specific standards for service lines, pressure regulators and meters installed in private property are laid down in the special section on natural gas service installations. These do not apply, however, where gas is utilized as a raw material in an industrial or manufacturing process.

In addition, the regulations state that, except where they conflict with the regulations, the provisions of ASA Code B. 31.18-1955 for Gas Transmission and Distribution Piping Systems are adopted as supplementary requirements. The Boiler and Pressure

Vessels Regulations also apply to all service piping operating at pressures in excess of 15 p.s.i.g.

An earlier order under the Act (L.G. 1957, p. 69) adopted as interim regulations Standards 52 and 54 of the National Fire Protection Association and Standard 58 of the Dominion Board of Insurance Underwriters dealing with piping and appliances in buildings and the storage and handling of L.P. gas.

### British Columbia Male and Female Minimum Wage Acts

Two new minimum wage orders issued by the British Columbia Board of Industrial Relations following hearings went into force on March 10, increasing the minimum wage of full-time hairdressers from \$25 to \$35 a week and raising the hourly minimum of experienced workers in the laundry, cleaning and dyeing industries from 40 to 75 cents.

The order for hairdressers, Male and Female Minimum Wage Order No. 27 (1958), which was gazetted on February 6, replaces Order No. 27 (1952) (L.G. 1952, p. 1234). The other order, Male and Female Minimum Wage Order No. 30 (1958), which was gazetted on January 30, rescinds Orders 74 (1946) and 74A (1948) (L.G. 1946, p. 988; 1949, p. 185).

#### *Hairdressers*

There has been no change in the coverage of the hairdressing order, Order No. 27, applying to all hairdressers except persons who perform hairdressing only incidental to another occupation or barbers as defined in the Barbers' Act.

As before, a distinction is made between full-time and part-time workers, the \$35-a-week rate applying only to hairdressers who work 39 or more hours a week. Employees who work fewer than 39 hours a week are now entitled to at least 90 cents an hour, 25 cents more than formerly. As is customary, an exception is again made for a handicapped or part-time worker and for a learner for whom the Board has issued a permit to work for less than the minimum wage, the order providing that such an employee must be paid at the rate prescribed in the permit.

Hours are again limited to eight in the day and 44 in the week, except that during emergencies the Board may issue a permit approving longer hours, in which case time and one-half the regular rate must be paid for all hours after eight and 44. However, if hours are extended by arrangement in accordance with the variations provided for in the Hours of Work Act, the overtime rate does not apply until the employees have completed the hours so established.

Hairdressers are now entitled to the daily guarantee on the same terms as the majority of other employees. Previously, the daily guarantee provision requiring an employee to be paid at least two hours' pay for reporting for work in response to a call and four hours' pay for commencing work could be varied with the written permission of the Board.

Every hairdresser as before, must be given at least one-half hour free from duty each day between 11.30 a.m. and 1.30 p.m., such period to commence not later than 1 o'clock.

#### *Employees in Laundry, Cleaning and Dyeing Industries*

The revised order for the laundry, cleaning and dyeing industries, Order No. 30 (1958), has the same coverage as the two orders it replaces, applying to all employees except those governed by another order specifically defining their work and persons acting in a supervisory or managerial capacity.

As well as setting a 75-cent-an-hour minimum for experienced workers, the order makes the usual exception for persons with special authorizations from the Board to work for less than the minimum wage, and also continues the practice of setting lower rates for learners with permits. Under the new order, however, the learning period has been reduced from six months to six weeks. Instead of a range of 31 to 37 cents over a six-month period, a learner must now be paid not less than 55 cents an hour during the first two weeks, 60 cents the next two weeks and 65 cents in the final two weeks of the learning period, after which he is entitled to the regular minimum of 75 cents an hour.

Overtime is again payable for hours worked in excess of the 8-hour daily and 44-hour weekly limits unless the Board has approved other arrangements, in which case the premium rate does not apply until the employees have completed the hours agreed upon. The overtime provisions may also be varied by the Board whenever any part of the laundry, cleaning and dyeing industries has been exempted from the Hours of Work Act.

Two changes were made in the daily guarantee provision, bringing it into line with that in other recent orders. One is that the Board is no longer authorized to approve variations or exemptions. Another is that employees in these industries who work on a Saturday in response to call from the employer are now guaranteed a minimum of four hours' pay, the same as

on other days, whereas formerly they were entitled to a guarantee of only three hours' pay on a Saturday.

The weekly rest requirement is unchanged, the order again providing that unless a different arrangement had been approved by the Board, every employee must be given a rest period of 32 consecutive hours weekly.

As previously, an employer is prohibited from making a deduction for unsatisfactory work or for accidental damage to any article.

### **British Columbia Workmen's Compensation Act**

The British Columbia Workmen's Compensation Board, by a regulation gazetted on February 13 and effective January 1, widened the definition of tuberculosis, staphylococcus aureus infection and salmonellosis so as to extend benefits to persons who contract any of these diseases while employed in any office or establishment for the practice of any of the healing arts or sciences. The definition of tuberculosis was also extended to cover employment in nursing homes.

As a result of other changes, an employee is now also entitled to compensation if he contracts staphylococcus aureus infection or salmonellosis while employed by the provincial Division of the Canadian Arthritis and Rheumatism Society or in any employment engaged in by a member of the British Columbia Registered Nurses' Association for whom optional protection or independent operator protection has been purchased under the Act.

### **Saskatchewan Apprenticeship and Tradesmen's Qualification Act**

Regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act authorized by O.C. 284/58 were gazetted on February 28, amending some of the provisions respecting certificates of status and also some of the special rules for the welding, motor vehicle body repair and sheet metal trades.

It continues to be compulsory for a tradesman in, or within a five-mile radius of, any city or the town of Melville who is engaged in barbering, beauty culture, carpentry, plumbing or motor vehicle mechanics repair to hold a certificate of status showing whether he is a beginner, a fourth, third or second class apprentice or a journeyman. This requirement has

now been extended to the motor vehicle body repair trade and the sheet metal trade and, after May 1, 1958, no persons may work at either trade unless he holds the required certificate.

As formerly, applications for certificates of status will be examined by the Director of Apprenticeship, who will then refer all but the applications for a certificate of beginner's status to a trade examining board. The provision authorizing the issuance of a temporary certificate of status to a person who had not had an opportunity to take an examination or who satisfied the inspector that he had had good reason for not trying an examination has been deleted, however.

Another change is that a journeyman's certificate of status issued after February 1, 1958 will be permanently valid and not subject to renewal. Journeymen's certificates not valid on that date will become permanently valid upon payment of the required fees. Other certificates of status, however, must be renewed every two years as previously.

As regards beginners' certificates, the regulations now provide that no person who holds or has held a certificate other than temporary certificate of status may be granted a further beginner's certificate except by way of renewal unless he qualifies by examination. Previously, the only qualification was a \$1 renewal fee.

Another amendment extended the application of the general provision respecting employers' annual registration fees to the radio and television electronics trade. This means that an employer in this trade must now pay registration fees of \$2 in respect of each establishment in which the work of the trade is carried on and \$2 for each of the average number of tradesmen employed by him during the preceding calendar year.

The special rules for the electric arc and gas welding trades were amended so as to permit one person in any establishment who is not a journeyman and is regularly engaged in one of these trades to enter into a contract of apprenticeship with the Director. This provision goes into effect May 1 and is intended to foster apprenticeship training, particularly in small establishments in rural areas. The practice is permitted in the motor vehicle mechanics repair trade and plumbing trade and also applies in the electrical trade except in a city or a five-mile radius.

# Provincial Minimum Wage Orders

(Continued from page 372)

**TABLE X.—MINIMUM WAGE RATES SET FOR PARTICULAR OCCUPATIONS IN THE GENERAL ORDERS IN QUEBEC AND SASKATCHEWAN**

Province and Order	Category of Employee	Minimum Wage Rate
QUEBEC Order 4	Office boys, messengers, pin boys and bootblacks	Zone 1, 40¢ an hour Zone 2, 35¢ an hour Zone 3, 30¢ an hour.
	Caretakers with lodgings furnished on premises who are continuously supervising their employers' establishment	Zone 1, \$30 a week Zone 2, \$25 a week Zone 3, \$20 a week.
	Temporary employees working in canneries from June to October	Zone 1, 45¢ per hour Zone 2, 40¢ per hour Zone 3, 35¢ per hour.
SASKATCHEWAN Order 1 and Order 4	Delivery boy or messenger on foot or bicycle full-time, cities and larger towns	\$20 a week, plus 50¢ a week if employee supplies his own bicycle.
	part-time, cities and larger towns	60¢ an hour plus 3¢ an hour if employee supplies his own bicycle.
	full-time, rest of province	\$18 a week, plus 50¢ a week if employee supplies his own bicycle.
	part-time, rest of province	55¢ an hour plus 3¢ an hour if employee supplies his own bicycle.
	Operator of motor vehicle of less than 2,000 lbs. net weight, or motorcycle or taxi cities and larger towns	\$33 a week
	rest of province	\$32 a week
	Part-time student, under 18 cities and larger towns	75¢ an hour
	rest of province	65¢ an hour
Part-time student, 18 years and over cities and larger towns	80¢ an hour	
rest of province	70¢ an hour	
Part-time janitor or caretaker cities and larger towns	80¢ an hour	
rest of province	70¢ an hour.	

Approximately as many of the special orders set rates above the rate in the general order in the province as below it, and some set the same rates, or approximately the same rates, as in the general order. The reason for the special order may not be the setting of the rate, or the rate alone, but a variation in some other provision in the general order or the regulation of conditions that are peculiar to the industry or occupation.

The rates set in the British Columbia orders in Tables XI to XV also extend both above and below the range of 60 cents to 75 cents an hour found in the three orders in Table II (for manufacturing, the mercantile industry and office occupation). The rates set for skilled tradesmen and for the primary industries are consistently higher, but most of the orders for special branches of manufacturing and for service occupations are lower. In the British Columbia orders, as well as in the special orders in

the other provinces, other provisions may be varied to suit the industry or occupations.

It is quite frequently in respect of overtime that the special orders differ from the general orders. In a number of orders dealing with seasonal industries the usual overtime requirement is relaxed, either by not stipulating a maximum number of hours that may be worked at the minimum rate (the order for men in the canning industry in New Brunswick, the Christmas tree industry order, No. 68, in British Columbia) or by setting a longer work-day or work-week for which the regular minimum rate may be paid: in British Columbia in the grass dehydration industry order, No. 14, in which a 48-hour week may be worked at the regular rate in the summer months, or in the fresh fruit and vegetable industry order, No. 46, in which the overtime rate becomes payable (in the period July 1 to November 30), only after nine hours in a day and after 54 in a week.

**TABLE XI.—BRITISH COLUMBIA MINIMUM WAGE ORDERS APPLICABLE TO TRADESMEN AND RELATED OCCUPATIONS**

Order	Coverage (in general terms)	Minimum Wage Rate
No. 27 (1958) (male and female)	Hairdressing	\$35 a week.
No. 42 (1957) (male and female)	Barbering	\$50 a week.
No. 7 (1956) (male and female)	Electronic technicians, except in radio stations.	\$1.50 an hour.
No. 28 (1956) (male and female)	Pipeline construction industry, (gas and oil pipelines).	\$1 an hour.
No. 12 (1955) (male)	Construction industry.	\$1.50 an hour (tradesmen) \$1.00 an hour (other employees).
No. 21 (1953) (male)	Journeymen machinists (e.g. machinist fitters, tool makers and die makers), but not employees in the production line or assembly line manufacture of metal products for resale.	\$1.25 an hour.
No. 22 (1953) (male)	Refrigeration trade, (i.e., all work usually done by refrigeration journeymen in connection with the installation, maintenance and repair of refrigeration and air-conditioning equipment and controls). Maintenance men in industrial, public and private buildings are excluded.	\$1.25 an hour.
No. 10 (1952) (male)	Sheet-metal trade, excluding employees in the production-line or assembly-line manufacture of sheet-metal products for resale.	\$1.50 an hour.
No. 6 (1952) (male and female)	Automotive repair and gasoline service station industry.	90¢ an hour (automotive mechanics) 55¢ an hour (other employees).
No. 18 (1951) (male)	Stationary steam engineers, except janitor engineers in apartment buildings.	90¢ an hour (regularly certified engineer) 80¢ an hour (other engineers)
No. 8 (1948) (male and female)	Radio-broadcast technicians (including television technicians)	80¢ an hour.
No. 11 (1946) (male)	Ship-building industry	90¢ an hour (journeymen) 60¢ (other employees)

**TABLE XII.—MINIMUM WAGE RATES SET IN BRITISH COLUMBIA SPECIAL MANUFACTURING MINIMUM WAGE ORDERS**

Order	Coverage (in general terms)	Minimum Wage Rate
No. 46 (1954) (male and female)	Fresh fruit and vegetable industry, i.e., establishments operated for the purpose of canning, preserving, drying or packing any kind of fresh fruit or vegetable.	75¢ an hour (male employees) 60¢ an hour (female employees)
No. 14 (1949) (male and female)	Grass-dehydration industry, i.e., all operations in establishments operated for the purpose of dehydrating or processing grasses, clovers and alfalfa.	60¢ an hour.
No. 49 (1947) (male and female)	Woodworking industry	50¢ an hour (for at least 85% of employees) 40¢ an hour (for not more than 15%)
No. 51 (1947) (male and female)	Household furniture manufacturing industry	50¢ an hour.
No. 55 (1947) (male and female)	Box manufacturing industry, i.e., making wooden containers of all kinds.	50¢ an hour (for at least 80% of employees) 40¢ an hour (for not more than 20%)
No. 78 (1943) (female)	Employees engaged in washing, preparing, preserving, canning, drying, curing, smoking, packing, labelling and reconditioning of containers, or otherwise adapting for sale or use or for shipment, any kind of fish or shellfish. (Not heading and filling).	40¢ an hour.

**TABLE XIII.—BRITISH COLUMBIA MINIMUM WAGE ORDERS APPLICABLE TO SERVICE OCCUPATIONS AND INDUSTRIES**

Order	Coverage (in general terms)	Minimum Wage Rate
No. 30 (1958) (male and female)	Laundry, cleaning and dyeing industry	75¢ an hour.
No. 52 (1957) (male and female)	Employees in hotels (excluding pages), in restaurants, hospitals not under No. 16 (excluding graduate nurses and student nurses), in kitchens in connection with industrial and commercial establishments, office buildings and schools (excluding students employed in schools in which they are enrolled).	65¢ an hour.
No. 43 (1957) (male and female)	Janitors and caretakers.	75¢ an hour (for other than resident janitors, and resident janitors in apartment buildings with 4 suites and under). \$50 a month, resident janitor in apartment building with 5 suites. \$5 extra a month for each suite up to \$265 a month for more than 47 suites.
No. 4 (1956) (male and female)	Cook and bunkhouse occupation in unorganized territory in any industrial undertaking except pipeline construction and geophysical exploration.	\$1 an hour.
No. 39 (1956) (male and female)	First-aid attendants.	\$1.25 an hour.
No. 16 (1949) (male and female)	Employees in hospitals as defined in the British Columbia Hospital Insurance Act, i.e., general hospitals but not nursing homes, sanatoria, etc., excluding nurses and student nurses.	\$20 a week.
No. 53 (1949) (male and female.)	Elevator operators and starters.	\$18 a week.
No. 15 (1949) (male)	Undertaking business in Vancouver and Victoria and their environs.	\$33 a week.
No. 67 (1948) (male and female)	Employees in theatres, dance halls, music halls, etc.; in shooting galleries, bowling alleys, billiard parlours and pool rooms; ice and roller rinks, golf courses (excluding caddies), sports grounds and arenas, etc.; swimming pools, etc.; veterinary hospitals; establishments where therapeutics are performed; parking lots, auto camps, shoe-shine establishments and boat liveryes.	\$18 a week.
No. 5 (1947) (male and female)	Employees in personal service occupations, i.e., massaging and physiotherapy, chiroprody, electrical treatments, etc. Graduate nurses and student nurses excepted.	\$20 a week.
No. 69 (1940) (male)	Private patrol agencies.	42¢ an hour.

**TABLE XIV.—BRITISH COLUMBIA MINIMUM WAGE ORDERS APPLICABLE TO PRIMARY INDUSTRIES**

Order	Coverage (in general terms)	Minimum Wage Rate
No. 9 (1955) (male)	Metallurgical works, mines or quarries (other than coal mines).	\$1 an hour. 60¢ an hour (boys under 18 employed on a casual basis).
No. 1 (1955) (male and female)	Logging and sawmill industry.	\$1 an hour.
No. 23 (1953) (male)	Geophysical exploration industry (oil or gas exploration work) except specified professional employees and supervisory employees.	\$1 an hour.
No. 68 (1947) (male and female)	Christmas-tree industry (cutting, gathering, hauling and shipping of Christmas trees).	50¢ an hour.

**TABLE XV.—BRITISH COLUMBIA MINIMUM WAGE ORDERS FOR THE TRANSPORTATION OCCUPATIONS**

Order	Coverage (in general terms)	Minimum Wage Rate
No. 17 (1957) (male and female)	Bus drivers, i.e., drivers of vehicles accommodating more than 7 passengers offering service to the public for a charge (excluding drivers of school buses).	\$1 an hour.
No. 29 (1956) (male and female)	Bicycle-riders and foot-messengers employed exclusively on delivery.	50¢ an hour.
No. 26 (1953) (male and female)	Truck drivers, motor cycle operators, and their swampers, helpers and certain warehousemen.	80¢ an hour. 55¢ an hour (motor cycle operators).
No. 33 (1950) (male and female)	Taxicab-drivers and dispatchers.	55¢ an hour.

In some other industries, where by the nature of the work work-days and work-weeks are irregular, averaging is permitted, that is, the overtime rates becomes payable after a certain number of hours in a month. Examples of this are the orders for the geophysical exploration industry in Alberta and British Columbia (the overtime rate being payable after 208 hours in a month in Alberta, Order 10, and 191 hours in a month in British Columbia, Order 23.)

Usually the overtime rate in the special orders is the same as in the general orders, one and one-half the regular rate or one and one-half the minimum rates depending on the province. However, a double time overtime rate is imposed in two British Columbia orders for excessively long daily hours; in Order 46 (fresh fruit and vegetable industry) and in Order 26 (truck drivers and their swampers and helpers) for hours in excess of 11 in a day.

Some industries or occupations have been dealt with in special orders in several provinces. The hotel and restaurant industry is subject to special orders in Nova Scotia, New Brunswick, Quebec, Saskatchewan and British Columbia; Quebec, Saskatchewan and British Columbia have special provisions for janitors; and Quebec, Saskatchewan, Alberta and British Columbia set special rates for delivery boys and messengers. An account of the orders for each of these categories follows.

**Special orders for hotels and restaurants**—Four provinces, British Columbia, Saskatchewan, Quebec and New Brunswick, have special orders covering employees in hotels and restaurants; Nova Scotia has an order governing such establishments situated within 20 miles of a city or incorporated town which applies during the summer months. The Nova Scotia and New Brunswick orders apply to women while those of British Columbia, Saskatchewan and Quebec cover both men and women workers.

The orders generally apply to places of public accommodation where, for gain, lodging, meals or lunches are offered for sale. The Quebec order applies also to hospitals and real estate undertakings, including apartment houses and office buildings. The British Columbia order specifically covers nursing homes and specialized hospitals; kitchens in connection with industrial and commercial establishments, office buildings and schools; and the Quebec order specifically covers staff houses. Boarding car contractors and cook cars operated by highway construction contractors are excluded in Saskatchewan, as are lodging houses with fewer than five bedrooms to let in Quebec.

The orders cover nearly all employees below the managerial level but pages are excluded from the British Columbia order. Students are excluded in the Quebec special order, as they are in the general order.

Table XVI shows the rate set in each of these orders and its relation to the rates shown in Tables I and II.

To compare the hourly and weekly rates shown in Table XVI, a 44-hour week may be assumed. The weekly minimum wage in cities for a 44-hour week would then be as follows:

Saskatchewan .....	\$30
British Columbia .....	28.60
Quebec .....	24.20
New Brunswick .....	19.80
Nova Scotia .....	16.80

Where, as in the case of hotels and restaurants, rates are set on an industry basis, it appears that the spread in rates between provinces is very similar to the spread in the general orders.

As is seen from Table XVI, the rates are lower than the general rates in New Brunswick and Quebec. In all the orders there are some provisions, apart from the rate, regulating conditions peculiar to the hotel and restaurant industry.

Of special significance in protecting the minimum rate set for hotel and restaurant workers are the rules laid down with respect to permissible deductions. All hotel and restaurant orders deal with deductions for board and lodgings whereas only in some cases do the general orders cover this matter. The special orders in Saskatchewan and New Brunswick set out the maximum price which may be charged an employee for board and lodging. In Saskatchewan it is specified that the employees must agree to accept these facilities before such deductions are allowed. The Nova Scotia orders set out the maximum which may be deducted from the minimum wage for this purpose. These amounts are set out in Table XVII.

In British Columbia no maximum charges are fixed and the order specifies that an employee may not be required to take meals or use lodging provided by the employer as a condition of employment. However, if the employee voluntarily does so and the Board is of the opinion that the meals or lodging are inadequate, or the employee was overcharged, the Board may notify the employer and fix the maximum charges in the notice. In the Quebec order it is specified that if deductions are made they must have been fixed in an employment contract signed by the employee and the price of the accommodation and number of meals must appear on the pay statement.

Deductions from wages for the supplying of uniforms are prohibited by the special orders in Nova Scotia, Quebec and Saskatchewan. The Quebec and Saskatchewan orders state that where an employee is required to wear a uniform it must be supplied by the employer at his own expense. In Saskatchewan the employer is also specifically required to have the uniform repaired and laundered free of charge. In Nova Scotia the special order for hotels stipulates that where an employer requires his employee to wear a uniform he may not make any deduction for the cost, use or laundering of the uniform. Furthermore, if the employee is required to launder the uniform she must be compensated for her work at the prevailing laundry rates. This differs from the provision for uniforms in the Nova Scotia general order, which only prohibits deductions from the *minimum rate*, for the use, purchase or laundering of wearing apparel.

No charge or deduction may be made from an employee's wages for breakages under the British Columbia order. This is the only special order for the hotel and restaurant industry to make this provision but the general orders for women in Alberta forbid an employer to make deductions from the minimum wage for accidental breakages.

Tipping is dealt with specifically only in the Quebec special order for hotels and in

**TABLE XVI.—MINIMUM WAGE RATES ESTABLISHED IN SPECIAL ORDERS FOR THE HOTEL AND RESTAURANT INDUSTRY SHOWING RELATIONS TO RATES IN GENERAL ORDERS**

Province and Order	Minimum Wage Rates	Relation to Rates Set in General Order
NOVA SCOTIA Order of July 16, 1952 (female employees)	\$16.80 a week, Zone 1 15.80 a week, Zone 2 14.80 a week, Zone 3.	Same rates as in general order.
NEW BRUNSWICK Order of Sept. 1, 1957 (female employees)	45¢ an hour.	5¢ less than rate in general order.
QUEBEC Order 40, 1957 (male and female employees)	55¢ an hour, Zone 1 50¢ an hour, Zone 2 45¢ an hour, Zone 3 <sup>1</sup> .	5¢ less than rate in general order.
SASKATCHEWAN Order 3 (cities and larger towns, male and female employees)	\$30 a week.	Same rate as in general order.
Order 4 (rest of province, male and female employees)	\$29 a week.	Same rate as in general order.
BRITISH COLUMBIA Order 52, 1957 (male and female employees)	65¢ an hour.	Same rate as in shops; 5¢ higher than rate for female employees in manufacturing; 10¢ less than rate for offices or for men in manufacturing.

<sup>1</sup> Other rates are set in Order 40 for some occupations: bellboys, 35 cents, Zone 1; 30 cents, Zones 2 and 3; employees in lodging houses, 45 cents; stationary engineers and firemen, 60 cents, Zone 1; 55 cents, Zone 2; 50 cents, Zone 3.



General Order 4. These orders state that tips of any kind whatsoever are the exclusive property of the employee and that the employer is not allowed to retain them or to consider them as part of the wages paid, even with the employee's consent. In the other provinces, while tipping is not mentioned in the orders, it is significant that there is no provision allowing an employer to make deductions from the minimum rate in respect of tips.

Women in hotels and restaurants in New Brunswick are required to be paid at least weekly, a provision not contained in the general order for women.

In Saskatchewan, with regard to payment for work performed on a public holiday, a distinction is made between hotel and restaurant workers and employees covered by the general orders. Where work is not done on the holiday, workers in all industries are required to be paid full wages at regular rates for the holiday. However, full-time workers in hotels and restaurants who work on a holiday must be paid, in addition to their regular daily wage, wages at their regular rate, that is, they receive double time for work done on a holiday. As an alternative to overtime pay, hotel and restaurant employees may be granted

**TABLE XVII.—BOARD AND LODGING PROVISIONS IN THE SPECIAL ORDERS FOR THE HOTEL AND RESTAURANT INDUSTRY**

Province and Order	Board and Lodging, 1 Week	Board, 1 Week	Lodging, 1 Week	Single Meal
NOVA SCOTIA Order of July 16, 1952, <i>female</i> employees	\$ 7.00 <sup>1</sup>	\$ 5.06 <sup>1</sup>	\$ 2.00 <sup>1</sup>	\$.25 <sup>1</sup>
SASKATCHEWAN Orders 2 and 5	8.05 <sup>2</sup>	6.30 <sup>2</sup>	1.75 <sup>2</sup>	.30 <sup>2</sup>
NEW BRUNSWICK Order of Sept. 1, 1957, <i>female</i> employees	8.00 <sup>2</sup>	6.06 <sup>2</sup>	2.06 <sup>2</sup>	.36 <sup>2</sup>

<sup>1</sup> This is the amount by which the wages of an employee may be reduced below the prescribed minimum by deduction or otherwise.

<sup>2</sup> This is the maximum amount an employer may charge an employee.

**TABLE XVIII.—MINIMUM WAGE RATES FOR DELIVERY BOYS OR MESSENGERS, SHOWING RELATION TO RATES IN GENERAL ORDERS**

Province and Order	Minimum Wage Rate	Relation to General Rate
QUEBEC General Order 4 <sup>1</sup> and Hotel and Restaurant Order 40	Zone 1, 40¢ an hour. Zone 2, 35¢ an hour. Zone 3, 30¢ an hour.	Approximately two-thirds of general rate.
Municipal and School Corporations Order 41	Zone 1, 30¢ an hour Zone 2, 25¢ an hour Zone 3, 22¢ an hour.	Approximately two-thirds of rate for main group of employees under the order.
SASKATCHEWAN General Order 1	\$20 a week (full-time) or 60¢ an hour (part-time)	Approximately two-thirds of general rate.
General Order 4	\$18 a week (full-time) or 55¢ an hour (part-time)  (If the employee supplies his own bicycle he is entitled to an additional 50¢ a week or 3¢ an hour.)	
ALBERTA Delivery or messenger and part-time student Order 8	25¢ an hour, under age 17 30¢ an hour, age 17 and over	Not quite half the general rate for an employee over age 19.
BRITISH COLUMBIA Bicycle-riders and foot messengers Order 29	50¢ an hour.  (If the employee supplies his own bicycle, he is entitled to all reasonable costs in connection therewith.)	Two-thirds the rate for men in factories.

<sup>1</sup> In Quebec Order 4, office boys, pin boys and bootblacks are grouped with messengers and delivery boys at the rate shown above.

equivalent time off at regular rates of pay within four weeks. Workers in employment under the general orders, however, are required to receive double time and one half for work performed on a public holiday and there is no provision for equivalent time off.

In Nova Scotia the overtime provision in the special order for hotels and restaurants differs from the provision in the general order. For time worked after 48 hours per week or the usual number of hours in the particular establishment, employees covered by the special order must receive time and one half *the minimum rate* whereas employees covered by the general order are to receive time and one-half *their regular rate* for overtime work.

In Quebec the overtime rate of time and one-half is payable to employees in hotels and restaurants after 60 hours a week whereas most employees covered by

Order 4 receive overtime rates after a 48- or 54-hour work-week as specified in the order.

**Special provisions for janitors**—Three provinces, British Columbia, Saskatchewan and Quebec, have special minimum rates for certain categories of janitors and caretakers. In British Columbia and Saskatchewan a distinction is drawn between janitors in residential buildings and in other buildings. Quebec distinguishes between caretakers continuously supervising their employer's establishment and provided with free lodgings on the premises; janitors who supervise apartment or office buildings, etc., and who look after the rents, and persons acting as janitors occupied only on odd jobs around a building.

The minimum rates set in the three provinces for janitors in apartment buildings are as follows:

	<i>Minimum Wage</i>	<i>Minimum Wage with Free Lodging Provided</i>
<i>Quebec</i>		
Janitors charged with the supervision of an apartment building and the total or partial management of it, such as the leasing of apartments and the collection of rents (Order 40)	\$95 a month, Zones 1 and 2 \$80 a month, Zone 3	Heated lodgings, \$75 a month, Zones 1 and 2; \$60 a month, Zone 3.  Unheated lodgings, \$85 a month, Zones 1 and 2; \$70 a month, Zone 3.
<i>Saskatchewan</i>		
Janitors whose work-week is 48 hours or more (Order 7)	\$40 a week.	
<i>British Columbia</i>		
Resident janitors	In apartment buildings with 4 suites or less, 75 cents an hour; with 5 suites, \$50 a month; with 6 suites, \$55 a month; increasing by \$5 a month for each additional suite up to 48 or more suites, \$265 a month.	

Quebec and British Columbia have also set special rates for janitors in buildings other than apartment buildings:

	<i>Minimum Wage</i>	<i>Minimum Wage with Free Lodging Provided</i>
<i>Quebec</i>		
Caretakers continuously supervising their employer's establishment (Orders 4 and 40) <sup>1</sup>		\$30 a week, Zone 1 \$25 a week, Zone 2 \$20 a week, Zone 3
Caretakers employed by municipal and school corporations (Order 41)		\$18 a week, Zone 1 \$16 a week, Zone 2 \$15 a week, Zone 3
<i>British Columbia</i>		
Janitors except resident janitors in apartment buildings	75 cents an hour.	

The rate in Saskatchewan is higher than the general rate. In British Columbia the hourly rate set for janitors is the same as for men in manufacturing, but where a monthly rate is set; for larger apartment buildings the rate would be substantially

higher. In Quebec, in apartment buildings where free lodgings are not provided, the rate for janitors is less than the general rate; where free lodgings are provided it is difficult to compare rates, but certainly the minimum rate for janitors in buildings

other than apartment buildings, where free lodging is provided, is substantially higher than the general rate. However, a full-time resident janitor in charge of an apartment building is not on a fixed work-week in any of the three provinces, and overtime provisions would not be applicable to him. In British Columbia, janitors in buildings other than apartment buildings for whom an hourly minimum rate is set are subject to the usual overtime rule, time and one-half the regular rate after eight hours in a day and 44 in a week.

The rate for janitors who do part-time work is 75 cents an hour in British Columbia, the same as for janitors in buildings other than apartment buildings; in Saskatchewan the rate for part-time janitors in residential buildings is 85 cents per hour, and in other buildings it is the same as the rate for other part-time workers, 80 cents per hour in the cities and larger towns and 70 cents per hour in the rest of the province. In Quebec, the rate for part-time janitors would be the general rate, or the rate for the establishment in which they are employed.

Maximum deductions or charges for lodging are not fixed in either British Columbia or Saskatchewan, but in British Columbia the Board may, if it considers the accommodation unsuitable or the charge unreasonable, give notice in writing of the facts and specify the deductions the employer may make. If a resident janitor is supplied with electricity or gas, a maximum of \$4 per month may be deducted from his wages or meters may be installed and the janitor must pay for the consumption of electricity or gas according to the meter.

The British Columbia order also has weekly rest provisions especially adapted to the occupation. In buildings with 12 to 19 suites, the janitor is to be given a weekly rest of not less than 12 consecutive hours, and in buildings with 20 or more suites, not less than 24 consecutive hours. Saskatchewan minimum wage orders do not establish minimum weekly rest periods, but janitors in the province would appear to be covered by the One Day's Rest in Seven Act, which provides for a weekly rest of 24 consecutive hours for employees covered by an order of the Minimum Wage Board who regularly work more than five hours a day. In Quebec, caretakers with lodgings furnished in the institutions covered by

Order 40 (hotels, hospitals, etc.) and janitors in apartment and office buildings are excluded from the weekly rest provision. Other janitors in the province are subject to the usual weekly rest provision, which provides for a minimum weekly rest of 24 consecutive hours or two periods of 18 hours each.

**Special provisions for delivery boys and messenger boys**—Quebec, Saskatchewan, Alberta and British Columbia orders deal specifically with the occupation of delivery boy or messenger. The rates established for this occupation are set out in Table XVIII.

The order in Alberta provides for a daily guarantee of four hours' pay at the minimum rate except for part-time students; for students the daily guarantee is two hours' pay at the minimum rate. In the British Columbia order the usual daily guarantee provision (two hours' pay at the employee's regular rate if he reports for work at the employer's call, four hours' pay at his regular rate if he starts work) applies except to part-time students. For school students on school days the daily guarantee is two hours' instead of four hours' pay. The usual daily guarantee, three hours' pay at the minimum rate, applies to office boys and messengers under the Quebec orders. (Students are excluded from the coverage of the orders in Quebec.) In the Saskatchewan orders, the guarantee of three hours' pay at the minimum rate which applies to other part-time employees does not apply to part-time messengers or students.

In the provinces which do not deal specifically with the occupation of delivery boy and messenger boy, the situation would appear to be as follows. In Newfoundland no minimum rate is set for employees under 17 years of age; the general rates would apply to delivery boys and messengers 17 years of age and over. In Nova Scotia, New Brunswick and Ontario, there is no regulation of rates for boys, but the general rates for female employees would apply to any girls in the occupation. In Manitoba, the rate of 48 cents per hour for employees under age 18, or the adult rate, would apply and it is stipulated that if the employee supplies his own bicycle he is to receive 10 cents per day or 50 cents per week in addition to the minimum wage.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in January 26 per cent fewer than in December and only slightly higher than in January 1957; but claimants on "live file" up 12 per cent, statistics\* show

The number of initial and renewal claims for unemployment insurance benefit in January was 367,382, being about 26 per cent fewer than the 499,213 recorded in December, and only slightly more than the January 1957 total of 361,055.

Claimants having an unemployment register in the "live file" on January 31 numbered 834,544, an increase of 12 per cent over the 744,248 claimants recorded on December 31 and more than 50 per cent in excess of the January 31, 1957 total of 545,981.

Claimants on January 31 thus constitute close to 20 per cent of the estimated insured population on January 1. This is compared with 18.5 per cent in December and 13.9 per cent in January one year ago. Part of the increase over last year is accounted for by the inclusion of some 20,000 fishermen in the January 1958 data.

Claimants on the register four weeks or less constituted less than 40 per cent of the total on January 31. This is a sharp decline from December 31, when this group accounted for more than 60 per cent of all claimants. This trend was reversed in each of the other categories, the most marked increase occurring in the group on claim from five to eight weeks. In actual numbers, this latter group increased by 117 per cent (from 125,604 to 272,998), comprising 33 per cent of the total on January 31 as against 17 per cent on December 31. This situation is associated with the very large number of claims filed in December and the sharp reduction in claims filed in January.

Forty per cent of all claimants on January 31 were postal. The proportion was higher for males (43 per cent) than for females (26 per cent). In December postal claimants constituted 38 per cent of the total, while 40 per cent of males and 25 per cent of

females were in this category. Postal claimants are more numerous among seasonal benefit claimants, who constitute a higher proportion of the total in January (20 per cent) than in December (12 per cent).

During January, of some 351,000 initial claims adjudicated, about 39,000 or 11 per cent were in respect of claimants failing to establish the right to regular or seasonal benefit. One year ago this group comprised 9 per cent of adjudications on initial claims.

The amount of benefit paid during January was close to \$61 million, higher by 90 per cent than the December total of \$32 million and 82 per cent above the \$33 million paid out in January 1957. Payments in respect of fishing benefit amounted to about 2 per cent of the benefit paid out in January.

The average weekly rate of benefit in January was \$21.58, down slightly from the December average of \$21.63 but some 4 per cent above the \$20.82 for January 1957.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January show that insurance books or contribution cards have been issued to 4,948,045 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1957.

At January 31, employers registered numbered 300,921, an increase of 1,036 since December 31.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

## Enforcement Statistics

During January, 5,283 investigations were conducted by enforcement officers across Canada. Of these, 3,997 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 113 were miscellaneous investigations. The remaining 1,173 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 87 cases, 14 against employers and 73 against claimants.\* Punitive disqualifications as a result

of claimants making false statements or misrepresentations numbered 746.\*

## Unemployment Insurance Fund

Revenue received in January totalled \$22,181,390.69 compared with \$21,936,826.43 in December and \$23,074,431.68 in January 1957. Benefit payments in January amounted to \$60,734,094.31 compared with \$31,907,-823.27 in December and \$33,421,774.13 in January 1957. The balance in the fund on January 31 was \$838,917,440.79; on December 31 it was \$877,470,144.41 and on January 31, 1957, \$916,429,487.77.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1455, February 7, 1958

**Summary of the facts:** The claimant filed an initial application for benefit at S..... on February 12, 1957, stating that he had worked as a janitor for a manufacturing firm in C..... from 1951 to September 24, 1955, when he was laid off on account of his physical condition. He stated also that he had taken some time off to rest and then was dismissed.

The local office reported that the claimant had been on claim in C..... from November 1955 until June 1956, when he moved to W....., where he had just bought a small farm; that the crop was a total failure as the land was too wet in the spring and that he had been working at odd jobs for neighbouring farmers.

On February 12, 1957, the claimant also completed a questionnaire which revealed that in May 1956 he had purchased a farm on which he had resided since June 1956, that the farm consists of 40 acres of which 25 were under cultivation and 15 in woodland; that the only crop grown during the past season was 15 acres of corn; that he had a cow, a calf, a tractor, a plow, a disc and a corn planter; that no work was done on the farm from October 1 to March 31, 1956; that he did not consider farming his main means of livelihood; that his income from the farm in the last twelve months was \$152.00 from corn, whereas his operating expenses were \$600.00; and that he could accept suitable employment during the winter months in and away from his own district.

The claimant's contribution record showed that during the two complete farming off-seasons preceding the week in which he made his claim for benefit, he had only 27 contributions of the 30 required by Section 156(b) of the Unemployment Insurance Regulations. He had no contribution in the preceding twelve months.

The insurance officer disqualified the claimant from receiving benefit as from February 10, 1957, because, as his main occupation was the operation of a farm, he was not unemployed (sections 54 (1) and 57 (1) of the Act and 158 (3) of the Unemployment Insurance Regulations).

The claimant appealed to a board of referees which, after having heard the case in L..... on March 20, 1957, unanimously dismissed the appeal, chiefly because of his poor contribution record.

In response to a request for additional information regarding the work which the claimant had performed in non-insurable employment during the summer and fall of 1956, the regional claims officer reported, on May 30, 1957, that the claimant had worked a total of 17 days from July to September 1956.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire.

**Conclusions:** The board of referees has attached an unwarranted importance to the claimant's contribution record during periods which are almost entirely before the date on which the farm was purchased.

The other factors, particularly the state of the claimant's health, the size of the farm, the extent of his farming activities

\*These do not necessarily relate to the investigations conducted during this period.

prior to February 10, 1957, his registration for employment in his usual occupation, his availability for work either in the vicinity of his home or away from his district, all tend to indicate that the claimant had not yet become "employed on his own account in the operation of a farm" within the meaning of Section 156 of the Unemployment Insurance Regulations during the period for which he was disqualified from receiving benefit.

The appeal is allowed.

## Decision CUB-1464, February 20, 1958

(Translation)

**Summary of the facts:** The claimant, single, age 39, filed a claim for benefit on August 2, 1957, stating that she had been employed as a clerk in one of the departments of the federal Government from June 1, 1951 to July 31, 1957, when she was laid off because of absences attributable to illness. The employer stated that her attendance had not been satisfactory and that she had refused to undergo a medical "physical" examination.

The insurance officer disqualified the claimant from receipt of benefit from July 28 to September 7, 1957, because she had voluntarily left her employment without just cause within the meaning of section 60 (1) of the Act.

On August 16, the claimant explained in writing that all her absences were justified. With respect to the medical examination, she stated that at the request of the personnel office, she reported to a physician in another government department. She added: "I did undergo the oral examination or, to be more precise, I answered all his questions, but when it came to the physical examination I asked the physician about the nature and the extent of the physical examination. He answered very vaguely, without any precision, that he did not know. This physician was a stranger to me, there was no nurse in the office and I was alone. I told him while putting on my gloves that I would think it over. He thereupon said 'this is your privilege'. After that, the first thing I knew, I was dismissed without further notice or explanation."

The claimant stated also that she had absented herself for two weeks at the end of her holidays in July 1956 on account of general debility and, in April, ten days "because of an acute bronchitis following the grippe". She submitted a medical certificate in both instances and her physician also confirmed that she had to be absent one or two days every month "for such reasons as explained".

As additional information, the employer submitted a report of the claimant's attendance which showed, among other things, that she had been absent six and a half days between April 1 and July 31, 1957.

The claimant appealed to a board of referees, contending that the decision of the insurance officer had been based on incomplete and erroneous information and that the allegation that her separation had been voluntary was incorrect.

The board of referees by a majority maintained the decision of the insurance officer. The board was of the opinion that the repeated absences of the claimant were the main reason for her dismissal and that the medical examination had been requested in order to confirm the various medical certificates submitted to her employer. The dissenting member expressed the opinion that the employer should have arranged so that the medical examination would have taken place in the presence of another person and that the absences of the claimant had not been very frequent.

Through her counsel, the claimant appealed to the Umpire. In the appeal, her counsel argued, *inter alia*, that the employer did not consider that the claimant's dismissal was for "misconduct" or "insubordination", as she had been granted retirement leave.

The appeal was heard on January 29, 1958. Both the claimant and the Unemployment Insurance Commission were represented by counsel.

**Conclusions:** The question of establishing whether the refusal to undergo the medical examination constituted an act of industrial misconduct or whether, when refusing, the claimant knew or should have known that it would result in her dismissal, must be decided from the evidence submitted in each case.

According to the jurisprudence established by one of my predecessors in decision CUB-159, it must be first determined whether the order given by the employer was "of a reasonable nature" in the circumstances. The evidence on file is not sufficient to establish that the order given by the employer in the present case was an order of this nature, because no definite or relevant information was obtained from the employer or the physician concerning the purpose and the necessity of the medical examination at the time it was requested.

As the onus of furnishing the proof required in that connection was on the insurance officer and as he did not furnish such proof, I must allow the claimant's appeal.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during February

### Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 177 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 142 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	66	\$ 78,111.00
Post Office .....	12	304,069.22
R.C.M.P. ....	7	11,869.25

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during February

During February the sum of \$5,841.94 was collected from seven contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 150 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Annapolis River N S*: T C Gorman (Nova Scotia) Ltd, construction of dam, Project N S 103.

### Central Mortgage and Housing Corporation

*Napanee Ont*: D McQuistan, construction of 15 housing units, FP 2/57. *Stratford Ont*: Economy Homes Ltd, construction of 24 housing units, FP 3/57. *Windsor Ont*: Head Construction & Supply Co Ltd, construction of housing units, FP 4/58.

### Department of Citizenship and Immigration

*Miramichi Indian Agency N B*: Tracadie Industries Co Ltd, construction of addition to Big Cove Indian day school. *Sioux Lookout Indian Agency Ont*: Paul G Wallin, construction of six classroom block, McIntosh IRS. *Fort Vermilion Indian Agency Alta*: Bert Johnson, interior decorating of Assumption IRS. *Bella Coola Indian Agency B C*: Widsten Marine Services Ltd, alterations to Klemtu school & teacherage.

### Defence Construction (1951) Limited

*Cornwallis N S*: Eastern Woodworkers Ltd, remodelling of three bldgs, HMCS Cornwallis. *Dartmouth N S*: Geo W Crothers Ltd, supply & installation of diesel generating set & equipment, HMCS Shearwater. *Halifax N S*: Franks Piping Co Ltd, installation of steam distribution system, Windsor Park. *Gagetown N B*: York Structural Steel Co, supply & erection of structural steel & steel joists for Camp Ordnance railhead warehouse. *McGivney N B*: Forbes & Sloat Ltd, construction of reservoir & pumping station extension. *Renous N B*: H D MacMackin & Co, modification of electrical installations in bldgs. *Barriefield Ont*: Chemesco Ltd, connections to Kingston trunk sewer, extension to high voltage primary line & construction of substation. *Clinton Ont*: Canadian Comstock Co Ltd, replacement of underground steam distribution system, RCAF Station. *Kingston Ont*: Central Bridge Co Ltd, supply & erection of structural steel & steel joists for extension to Yeo Hall. *Trenton Ont*: Colt Contracting Co Ltd, replacement of sub-floor, bldg No 68, station hospital, RCAF Station. *Uplands Ont*: Amalgamated Electric Corp Ltd, \*installation of centrifugal air compressor plant. *Rivers Man*: Canadian Brown Steel Tank Co Ltd, supply & installation of coal conveyor system & track hopper, RCAF Station. *Regina Sask*: Bird Construction Co Ltd, renovation of No 211 base workshop. *Chilliwack B C*: C J Oliver Ltd, installation of underground steam distribution system. *Near Fort St John B C*: B G Linton Construction Ltd, removal of collapsed portion of Peace River Bridge from river; Dominion Bridge Co Ltd, dismantling & removal of existing superstructure & tower of Peace River Bridge.

### Building and Maintenance

*Halifax N S*: Cameron Contracting Ltd, installation of electrical distribution system, Windsor Park. *St Therese (Bouchard) Que*: Fred Korman, rewiring & relighting of bldgs. *Barriefield Ont*: Jos Downey & Son, interior painting of bldg B-37, RCEME school.



*Pelawawa Ont:* Walker Painting & Decorating Co Ltd, interior painting of barrack blocks. *Winnipeg Man:* Claydon Co Ltd, renovations to rotunda, bldg No 30, Fort Osborne Barracks. *Dundurn Sask:* A Clark Roofing & Sheet Metal Co Ltd, replacement of siding on bldgs, Military Camp. *Calgary Alta:* W Hornstrom, renovations to heating system & insulation of bldg No G1, Currie Barracks. *Chilliwack B C:* Abbey & Knight Transport Ltd, rip-rapping Vedder River dyke. *Vernon B C:* Asbestos Cement Products Ltd, application of asbestos shingles & exterior painting of bldgs.

### Department of Defence Production

*St John's Nfld:* Isaac S Dyke, interior painting of bldg No 9, Buckmaster's Field. *Longue Pointe Que:* Curwood & Sons Ltd, interior painting of two bldgs, barracks area, 25 COD. *St Hubert Que:* All Weather Aluminum Industries Ltd, \*replacement of sashes, bldg No 41, RCAF Station. *Mount Hope Ont:* L A Oliver General Construction, renovation of north leanto, bldg No 2A, RCAF Station. *Portage la Prairie Man:* H G Hay Decorating Co, interior painting & redecorating of PMQs, RCAF Station. *Rivers Man:* Ace Floor Surfacing & Polishing Co, refinishing of hardwood floors in PMQs, CJATC camp. *Saskatoon Sask:* Zac's Building Maintenance, interior painting of PMQs, RCAF Station. *Vancouver B C:* M Sleightholme & Co Ltd, repainting interior of Bessborough Armouries.

### National Harbours Board

*Montreal Que:* J & E Hall Ltd, installation of safety gates on harbour freight hoists; J G Fitzpatrick Ltd, reconstruction of shed No 6 extension; Edouard Monette Ltee, construction of temporary causeway from City to Nun's Island; Darling Bros Ltd, installation of safety equipment on passenger elevators; J G Fitzpatrick Ltd, construction of shed at Section 41; Automatic Sprinkler Co of Canada Ltd, installation of fire protection system in sheds 41 & 42. *Vancouver B C:* Bennett & White Construction Co Ltd, reconstruction of grain gallery, Jetty No 1.

### Department of Public Works

*Harbour Buffett Nfld:* Spracklin & Reid, construction of federal bldg. *Marystown Nfld:* Wm A Trask Ltd, construction of federal bldg. *St John's Nfld:* Cabot Construction & Supplies Ltd, construction of retaining wall. *Fredericton N B:* Roland E DeLong, interior painting of federal bldg. *Moncton N B:* A N Clarke & Son Ltd, interior painting of federal bldg. *Saint John N B:* Foundation Maritime Ltd, construction of marine agency wharf. *Caughnawaga Indian Agency Que:* Lemieux Construction Ltd, construction of Caughnawaga Indian school. *Hull Que:* Douglas Bremner Construction Ltd, alterations to first floor, Woods Manufacturing Bldg; J C Lavoie, cleaning of second floor, Connor Washer Bldg. *Lacolle Que:* Methé Freres Ltd, demolition of platform & erection of platform & canopy, Customs Immigration Bldg, Route 9A. *Montreal Que:* Atlas Mastic Asphalt Ltd, laying asphalt on second floor, Customs Examining Warehouse; J J Shea Ltd, extension to observation gallery, Postal Terminal Bldg. *Quebec Que:* P E Poitras, painting of Governor General's quarters, The Citadel. *Arnprior Ont:* Douglas E Grace, alterations & repairs to Bldg No 5 & Administration Bldg, Civil Defence College. *Deseronto Ont:* Felix Rashotte, alterations for Indian Health Services Unit, federal bldg. *Hamilton, Ont:* Canadian Dredge & Dock Co Ltd, harbour improvements, Strathearne Avenue Wharf; Bedford Construction Co Ltd, repairs to temporary bridge over Burlington Ship Canal. *London Ont:* Ellis-Don Ltd, construction of stores bldg, Westminster Veterans' Hospital. *Ottawa Ont:* Otis Elevator Co, modernization of north & south elevators in Connaught Bldg; Fournier Van & Storage Ltd, moving of furniture, etc, from Canadian Bldg to No 8 Temporary Bldg, 379 Catherine St & 211 Montcalm St, Hull. *Winnipeg Man:* Norlen Painting & Decorating Co, interior painting, Customs Examining Warehouse. *Hafford Sask:* W C Wells Construction Co Ltd, construction of RCMP detachment quarters. *Radisson Sask:* Little-Borland & Co Ltd, construction of RCMP detachment quarters. *Regina Sask:* W H McDiarmid Co, alterations to ninth floor, Motherwell Bldg; Yarnton Decorating Co Ltd, interior painting of federal bldg; Smith Bros & Wilson Ltd, construction of officers' mess for RCMP. *Calgary Alta:* Fred Deeves & Sons Ltd, alterations to heating system, second floor of Northern Electric Bldg. *Vancouver B C:* Commonwealth Construction Co Ltd, construction of new wing, alterations to existing bldg, etc, Shaughnessy Hospital; Halse-Martin Construction Co Ltd, construction of West Vancouver postal station. *Victoria B C:* Commonwealth Construction Co Ltd, construction of new dome, Dominion Astrophysical Observatory.

## Contracts under \$5,000 Containing the General Fair Wages Clause

*Charlottetown P E I*: Charlottetown Marine Industries Ltd, docking & repairing of Dredge PWD No 12. *Clarke's Harbour N S*: H S Cox & Sons, repairs to wharf. *Halifax N S*: Martin & Moore Co, interior painting, K of C Bldg. *Kelley's Cove N S*: Gateway Construction, repairs to breakwater. *Sydney N S*: Earl Wilson Ltd, interior painting & repairs to Marine Hospital. *Woodstock N B*: Edwin S Green Ltd, installation of fittings in federal bldg. *Angliers (Quinze Dam) Que*: T Peluso, supplying & placing of rock fill. *Jonquiere Que*: Bouchard & Gravel, construction of strong room in post office. *Montmagny Que*: Jean Paul Bouchard, construction of strong room in post office. *Montreal Que*: Chaudiere Van Boiler Ltd, repairs to fire tube boiler, NDG Post Office. *Quebec Que*: Juneau & Frere Inc, interior painting of postal terminal bldg; Jos Lirette Enr, interior painting of Uppertown Post Office; Pierre Charles Grenier Inc, interior painting of new temporary bldg; Jos Lirette Enr, interior painting of Marine Bldg; P E Poitras Inc, interior painting of customs bldg. *Rimouski Que*: Edmond Michaud, interior painting of federal bldg. *Rosemere Que*: Achille Dupuis, alterations to post office bldg. *Weedon Que*: Euclid Boucher, repairs to screenline, Post Office. *Kirkland Lake Ont*: Hill-Clarke-Francis Co, interior redecoration of federal bldg. *Ottawa Ont*: McFarland & Leblanc, installation of buzzer systems, No. 8 Temporary Bldg; Unida Plumbing & Heating Co Ltd, installation of air compressors, Dominion Observatory; Ottawa Building Maintenance Co Reg'd, painting & plaster repairs, Hunter Bldg; J R Statham Construction Co Ltd, alterations to No 8 Temporary Bldg; Presley Painting & Decorating Co, redecoration of Jackson Bldg; J R Statham Construction Co Ltd, electrical repairs, Experimental Farm; J G Bisson Construction & Engineering, partitions & electrical repairs, Trafalgar Bldg; L A Legault & Son Co Ltd, electrical repairs, Hunter Bldg; A C McDonald & Sons, electrical repairs, Hunter Bldg; Roland Lariviere Ltd, repairs to main entrance, RCMP Bldg; Montflex Inc, installation of linoleum, Woods Canadian Bldg. *Parry Sound Ont*: Macklaim Construction Co, renewal of timber waling, Bay Street Dock. *Steinbach Man*: Steinbach Lumber Yards Ltd, interior painting of federal bldg. *Winnipeg Man*: James Beaton & Sons, vault renovations, Commercial Bldg; James Beaton & Sons, alterations to Commercial Bldg; A Johnston, interior painting of Dominion Bldg; A Johnston, interior painting of Dominion Bldg; E Carlson, interior painting of Postal Station "B". *Fort Qu'Appelle Sask*: Modern Painting Co, interior painting of federal bldg. *Kerrobert Sask*: Shoquist Construction Ltd, interior painting of post office. *Prince Albert Sask*: R Davis, alterations to Immigration bldg. *Regina Sask*: Shoquist Construction Ltd, alterations to new post office bldg. *Abbotsford B C*: Booth & Berry Co, interior painting & repairs to federal bldg. *Cranbrook B C*: Willie's Painting, interior painting & repairs to federal bldg. *Kelowna B C*: W Moss, interior painting & repairs to federal bldg. *Langley B C*: C J Seamer & Sons Ltd, interior painting & repairs to federal bldg. *Smithers B C*: Somers Painting Contractors, interior painting & repairs to federal bldg. *Vancouver B C*: Allan & Viner Construction Co, alterations to Begg Bldg; Nelville's Painting & Decorating, interior painting of Customs Bldg; Victory Moving & Storage Ltd, moving of furniture, etc, to new Post Office; Arrow Transfer Co Ltd, moving of furniture, etc, to new Post Office. *White Rock B C*: C J Seamer & Sons Ltd, interior painting & repairs to public bldg.

## Department of Transport

*Charlottetown P E I*: Borden T Myers, extension & alterations to terminal bldg at airport. *Grand Manaan Island N B*: McDowell & Cook, construction of dwelling & demolition of existing dwelling at Swallowtail; Curtis E Blakney & Donald C Daggett, construction of dwelling, Long Eddy Point. *Dunnville Ont*: S G Powell Shipyard Ltd, \*construction of three landing barges. *Fort William Ont*: Sillman Co Ltd, construction of monitoring station, etc, at airport. *Ottawa Ont*: Dominion Bridge Co Ltd, repairs to Pretoria Ave bridge. *Near Thorold Ont*: R D McCollum Ltd, painting of gates, Welland Ship Canal. *Winnipeg Man*: F W Sawatzky Ltd, construction of demountable ATC accommodation bldg & related work, & alterations & additions to bldg No 16, airport. *Barrett Rock B C*: Northwest Construction Ltd, construction of dwelling. *Lawyer Island B C*: Northwest Construction Ltd, construction of dwelling & fog alarm bldg & demolition of existing bldgs. *Lucy Island B C*: D Robinson Construction Ltd, construction of dwelling, etc, & demolition work. *Port Hardy B C*: Blakeburn Construction Ltd, construction of three dwellings & related work at airport. *Poirier Pass B C*: Quinney & Fuller Construction Ltd, construction of dwelling & demolition of existing dwelling. *Prince George B C*: C J Oliver Ltd, construction of dwellings, etc, & related work at airport.

# STRIKES AND LOCKOUTS

## February 1958

There were 31 work stoppages in existence during February compared with 23 during the previous month\*. However, the time loss has considerably decreased between the two months: by more than 100,000 man-days (63,400 man-days in February compared with 169,880 in January).

This decrease is mainly due to the termination, at the beginning of February, of the strike involving employees of the pulp and paper industry in British Columbia. This work stoppage had caused a total time loss of almost 320,000 man-days since its commencement on November 14, 1957.

Of the 15 work stoppages involving one hundred or more workers in existence during February, six were carried over from previous months and nine started during the month. Only four were still in existence at the end of February.

Many of the stoppages of this category which started during the month were of a short duration and, therefore, did not cause much time loss.

On an industry basis, (see Table 1), manufacturing had the highest rate for time loss in February, as in January. However, as a result of the end, at the beginning of February, of the pulp and paper strike in British Columbia, a substantial decrease in time loss is noted from the previous month both in manufacturing and in that province (see Table 2). On a provincial basis, time loss has substantially increased in Quebec since January, mainly as a result of the strike involving 2,000 employees in the clothing industry in Montreal. This work stoppage caused a time loss of 12,000 man-days in February.

\*See Tables G-1 and G-2 at the back of this issue. Table G-1 compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during February 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and also the industries in which they took place.

TABLE 1—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS BY INDUSTRIES, FEBRUARY 1958

Industries	No. of Strikes	No. of Workers	Time Loss
Fishing .....	2	700	16,800
Mining .....	4	1,674	9,952
Manufacturing .....	15	9,838	31,390
Construction .....	5	1,634	4,640
Transportation .....	1	12	240
Storage .....	1	18	25
Trade .....	3	20	255
Service .....	1	25	125

TABLE 2—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS BY PROVINCES, FEBRUARY 1958

Provinces	No. of Strikes	No. of Workers	Time Loss
British Columbia ...	4	6,303	25,295
Nova Scotia .....	3	1,650	9,900
Quebec .....	5	2,975	16,850
Ontario .....	16	2,551	10,905
Alberta .....	2	424	425
Newfoundland .....	1	18	25

## Report of Board

(Continued from page 406)

From the opening of the 1958 season of navigation, the basic hourly rate of pay for work between the hours of 12 p.m. and 5 a.m., up to and including July 31, 1958, shall be \$2.50 per hour, and thereafter from August 1, 1958, to the close of the 1958 season of navigation, shall be \$2.55 per hour.

(j) Sundays and Holidays to be paid on the basis of \$3.60 per hour for day work and \$4.40 per hour for night work, from the opening of the 1958 season of navigation, up to and including July 31, 1958, and from August 1, 1958, until the close of the season of navigation, Sundays and Holidays shall be paid on the basis of \$3.70 per hour for day work and \$4.50 per hour for night work.

All of which is respectfully submitted.

Dated at Belleville this 14th day of February, 1958.

(Sgd.) J. C. ANDERSON,  
Chairman.

(Sgd.) PETER WRIGHT,  
Member.

(Sgd.) A. R. MOSHER,  
Member.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, March 1958

The consumer price index (1949=100) rose 0.5 per cent from 123.7 to 124.3 between February and March 1958 to reach a new high for the second successive month\*. Although all five component groups increased, it was an unusual seasonal advance of 1.2 per cent in foods which accounted for most of the movement in the total index.

Normally, the food index shows little change between February and March, but recent weather and crop conditions in the southern United States have had a considerable impact on prices in Canada for potatoes, cabbage, onions and citrus fruits. These increases, combined with sharp advances in eggs and a further rise in beef and pork prices, carried the food index from 119.9 to 121.3. Declines of any consequence were limited to fresh tomatoes, sugar, coffee and margarine.

The shelter index moved from 136.9 to 137.1 as both the rent and home-ownership components registered further fractional advances.

An increase in the clothing index, from 108.8 to 109.5, was largely a reflection of higher prices on spring lines of coats compared with prices in effect at the close of last year's season, although an increase in the sales tax in Montreal resulted in slightly higher national average clothing prices.

The household operation index rose from 120.8 to 121.1 with small increases on a wide range of items of home furnishings, household supplies and services, also reflecting to a considerable degree the change in the Montreal sales tax.

The other commodities and services index moved from 129.5 to 129.6 as prices were higher for local street car and bus fares, pharmaceuticals and personal care items. New passenger car prices eased somewhat, and gasoline prices dropped slightly as the result of local gasoline price "wars" in several Ontario cities.

The index one year earlier (March 1957) was 120.5. Group indexes on that date were: food 116.4, shelter 134.0, clothing 108.2, household operation 119.5, and other commodities and services 124.2.

\*See Table F-1 at back of book.

## City Consumer Price Indexes, February 1958

Consumer price indexes (1949=100) were higher in all ten regional cities between the beginning of January and the first of February 1958, with increases ranging from 0.1 per cent in Saint John and Winnipeg to 0.4 per cent in St. John's, Halifax and Toronto\*.

Food indexes were up in eight of the ten regional cities, declining only in Montreal and Saint John. Prices were higher in most cities for beef, pork, chicken, oranges and a number of fresh vegetables, particularly tomatoes. Further substantial declines in egg prices were general.

Other commodities and services indexes rose in all ten regional cities as hospital rates increased in a number of cities and a number of pharmaceuticals and personal care items moved to higher price levels in all ten cities. The shelter indexes were up fractionally in five cities and unchanged in the other five. Clothing indexes showed mixed trends, as they decreased in five cities, increased in three and were unchanged in two. Household operation indexes also reflected a mixed pattern of change, with indexes down in four cities, up in four cities and unchanged in two.

Regional consumer price index point changes between January and February were as follows: Halifax +0.5 to 121.2; Toronto +0.5 to 127.5; St. John's +0.4 to 110.6†; Ottawa +0.4 to 124.3; Edmonton-Calgary +0.3 to 120.2; Montreal +0.2 to 124.0; Saskatoon-Regina +0.2 to 120.5; Vancouver +0.2 to 124.5; Saint John +0.1 to 123.6; Winnipeg +0.1 to 122.0.

## Wholesale Prices, January 1958

For the second consecutive month, the general wholesale price index (1935-39=100) increased moderately, advancing 0.4 per cent between December and January, from 225.9 to 226.8.

The index was a little more than 1 per cent lower than a year earlier, whereas the January 1957 index was 3.3 per cent higher than that recorded in January 1956.

Three of the eight component groups were higher during the month under review, while the five remaining groups were lower by one half of 1 per cent or less.

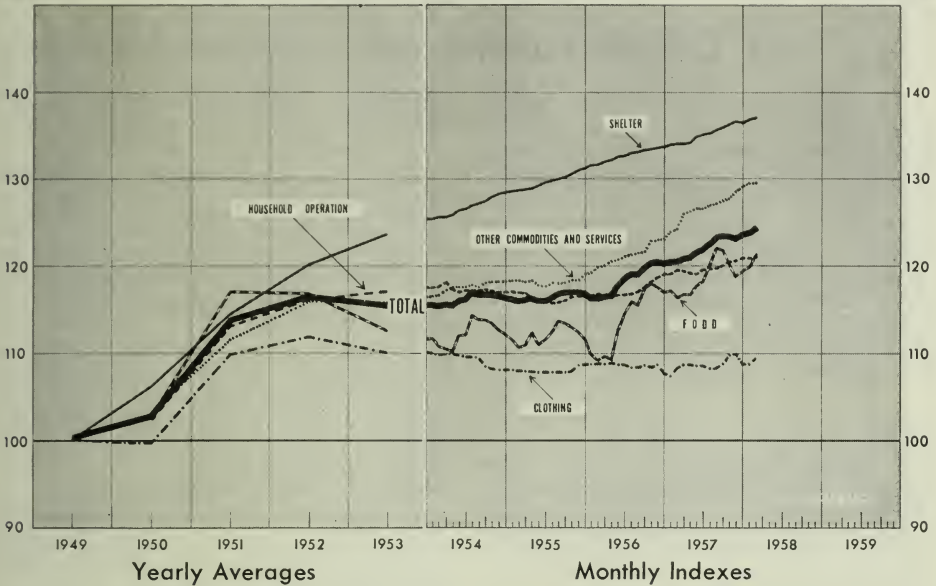
\*See Table F-2 at back of book.

†On base June 1951=100.

# CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



Animal products showed the largest increase, 1.7 per cent, moving the index for this group from 235.8 to 239.9. Increased prices of fresh fruits, wheat, oats, peas, livestock and poultry feeds, cocoanut oil, soya bean oil, cocoa beans, coffee and potatoes overbalanced lower prices for barley, flax, rye, rubber, sugar, lemons, bread in Regina, cottonseed oil and linseed oil, to move the vegetable products index up 0.7 per cent, from 195.9 to 197.2. Wood products were slightly higher, 0.5 per cent, from 299.6 to 301.0.

Of the five component groups which moved slightly downwards, the decrease of 0.5 per cent from 233.9 to 232.7 shown by textile products was the most pronounced. Lower prices for copper, copper wire and brass sheet slightly overbalanced increased prices for nickel and tin ingots, resulting in a small drop in the non-ferrous metals group of 0.4 per cent, from 169.3 to 168.6. Iron products and non-ferrous metals were also slightly lower, decreasing in each case 0.3 per cent. Lower prices for steel scrap moved the iron products group down from 252.3 to 251.6. Weaker prices for U.S. bituminous coal, coal tar, cement at Montreal, and sand and gravel at Winnipeg, offset increased prices for domestic bituminous coal, sewer pipe, and cement at Winnipeg, Regina and Vancouver, to bring the non-metallic minerals group down from 190.7 to 190.2. The chemicals group remained practically unchanged at 182.8.

The index of farm product prices at terminal markets (1935-39=100) rose 1.9

per cent from 204.6 to 208.4 between December and January. In animal products, for which the index advanced 2.2 per cent from 253.7 to 259.3, price gains were noted for steers, calves, lambs, and Western butterfat, while hogs, eggs, Eastern poultry and Western fluid milk moved lower. The index of field products advanced 1.4 per cent from 155.4 to 157.5.

Regional indexes showed equal advances of 1.9 per cent, as the Eastern series changed from 221.2 to 225.4 and the Western index from 187.9 to 191.4.

The building material prices indexes were slightly lower on balance between December 1957 and January 1958. The residential index (1935-39=100) edged down from 288.5 to 288.1 while the non-residential series (1949=100) changed from 130.4 to 129.8.

## U.S. Consumer Price Index, February 1958

The United States consumer price index (1947-49=100) edged upwards again in February to another new high. The rise of two tenths of 1 per cent from January, from 122.3 to 122.5, was the 16th in 18 months. Food price increases again accounted for most of the rise.

## U.K. Index of Retail Prices, December 1957

The United Kingdom Index of Retail Prices (Jan. 17, 1956=100) climbed half a point between mid-November and mid-December 1957, rising from 107.7 to 108.2. At the beginning of the year, the index was 104.4.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 116

## Aged

1. LABOUR PARTY (GREAT BRITAIN). *National Superannuation; Labour's Policy for Security in Old Age*. London, 1957. Pp. 122.

Suggests a national superannuation scheme to help retired workers with little or no pension.

2. NORTON, DOREEN. *Looking after Old People at Home*. London, National Council of Social Service, 1957. Pp. 36.

Contents: Their Happiness. Their Health. Adapting the Home to Their Needs. Overcoming Their Disabilities. Their Care in Sickness. Their General Care.

## Annual Reports

3. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31st, 1956*. Victoria, Queen's Printer, 1957. Pp. 157.

4. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1956*. Ottawa, Queen's Printer, 1957. Pp. 42.

5. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Sixteenth Annual Report Fiscal Year ending March 31, 1957*. Ottawa, Queen's Printer, 1957. Pp. 50.

6. GREAT BRITAIN. BOARD OF TRADE. *The Commonwealth and the Sterling Area, Statistical Abstract. No. 77, 1956*. London, H.M.S.O., 1957. Pp. 340.

7. PRINCE EDWARD ISLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1956*. Charlottetown, 1956. Pp. 25.

8. UNITED MINE WORKERS OF AMERICA WELFARE AND RETIREMENT FUND. *Report for the Year ending June 30th, 1957*. Washington, 1957. Pp. 40.

## Congresses and Conventions

9. INTERNATIONAL CONGRESS FOR SCIENTIFIC MANAGEMENT. 11TH, PARIS, 1957. *Eleventh International Congress of Scientific Management; Summary Report, Paris, 24-28 June 1957*. Paris, Published by the Comité

national de l'organisation française with the co-operation of the European Productivity Agency, 1957. Pp. 50.

Among the eleven subjects dealt with at the Congress were the effects of work simplification and standardization in improving productivity, automation in industry, market research, public administration, and dissemination of top management principles and techniques. The general conclusions and analysis of the reports are given in two parts.

10. TRADES UNION CONGRESS. *Report of Proceedings at the 89th Annual Trades Union Congress held at ... Blackpool, September 2 to 6, 1957*. London, 1957. Pp. 543.

## Disabled—Rehabilitation

11. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Company and the Physically Impaired Worker*, by Doris M. Thompson. New York, 1957. Pp. 89.

Contents: Who is disabled? Reasons for employing the Handicapped. Keys to utilizing the Disabled. Union Influence on the Employment of Handicapped People. The Insurance Aspects. Examples of Company Programs (Eleven case studies).

12. SOCIAL SERVICE QUARTERLY. *The Welfare of the Disabled*. London, National Council of Social Service, 1957. Pp. 101.

Reprints of articles which originally appeared in the *Social Service Quarterly*.

Partial Contents: The Handicapped School-Leaver and His Future, by John Arthur. The Disabled Young Worker, by Cynthia Walton. A Future for Spastics? By Jean Garwood. Understanding Deafness, by Peter T. Stone. The Deaf in the Community, by Freda Young. Blind People with Other Handicaps, by Beryl Stonehewer. Rehabilitation of the Tuberculous, by Dorothy Hicks. The Mentally Handicapped, by Dr. Colman Kenton. The Rehabilitation of Disabled Workers, by Dr. H. D. Paviere.

## Efficiency, Industrial

13. BRITISH PRODUCTIVITY COUNCIL. *Quality Control in Aircraft Production, Brewing, Brickmaking, a Chocolate Factory, an Electrical Accessories Works, a Footwear Factory, Hosiery Manufacture, Needle Industries, Paper Mills, Scales Manufacture, a Steelworks, a Switchgear Factory, a Television Works, Tyre Manufacture; the Foreman's Role*. London, 1957. Pp. 56.

By means of case studies gives a factual record of benefits gained by quality control in British industry.

14. POLITICAL AND ECONOMIC PLANNING. *Three Case Studies in Automation*. London, 1957. Pp. 58.

Contents: The Manufacture of Bearing Tube. The Stanlow Platformer (A study of automatic control in oil refining at the Shell

Refining Company's Stanlow Refinery in Cheshire, England. A platformer is a platinum catalyst used in oil refining). The LEO Computer (LEO stands for Lyons' Electronic Office. This computer, in use since January 1954, deals with the payroll of some ten thousand employees of J. Lyons and Company of London, which manufactures bakery products, ice cream, confectionery and frozen food and which operates two hundred teashops).

### International Agencies

15. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General (to the Fourth Asian Regional Conference)*. First item on the agenda. Geneva, 1957. Pp. 89.

At head of title: International Labour Organization. Fourth Asian Regional Conference, New Delhi, 1957.

Some of the matters to be discussed at the Fourth Asian Regional Conference are: (1) labour and social problems of small-scale and handicraft industries in Asian countries; (2) working conditions of sharecroppers, tenant farmers and other agricultural workers; and (3) industrial relations in Asian countries.

16. PATTERSON, GARDNER. *NATO, a Critical Appraisal, a Report prepared by Gardner Patterson and Edgar S. Furniss, Jr., on the Basis of an International Conference held at Princeton University from June 19 through June 29, 1957, Princeton University Conference on NATO*. Princeton, N.J., 1957. Pp. 107.

Contents: Some Views on Soviet and American Policies. The Adequacy of Western Defense Strategy. NATO and Economic Problems. Broadening the Base of Political Consultation. What Price German Reunification? Meanings and Prospects of NATO.

### Occupations

17. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Carpenter*. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 20.

Partial Contents: Nature of Work. Qualifications. Preparation and Training. Earnings. Advantages and Disadvantages. Trends.

18. U.S. BUREAU OF LABOR STATISTICS. *Occupational Outlook Handbook; Employment Information on Major Occupations for Use in Guidance*. 3rd ed. Washington, G.P.O., 1957. Pp. 697.

### Power (Mechanics)

19. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *New Sources of Energy and Economic Development. Solar Energy, Wind Energy, Tidal Energy, Geothermic Energy and Thermal Energy of the Seas*. New York, 1957. Pp. 150.

Partial Contents: Methods of Using the New Sources of Energy. Characteristics Features of the New Energy Sources. New Sources of Energy and Electric Power Supply. Utilization of New Energy Sources for Applications other than Electric Power. Utilization of Solar Energy. Economic Possibilities of Wind Power. Tidal Energy.

Utilization of Geothermic Energy, with Special Reference to Italy. Thermal Energy of the Seas.

20. UNITED NATIONS. SECRETARY-GENERAL, 1953- (HAMMARSKJÖLD). *Economic Applications of Atomic Energy; Power Generation and Industrial and Agricultural Uses; Report*. New York, 1957. Pp. 108.

Report divided into two parts: Part 1 contains three chapters dealing with possible applications of atomic energy in the field of power, in industry and in agriculture; Part 2 contains a questionnaire addressed to Governments which are members of the Secretary-General's Advisory Committee on Atomic Energy, and replies from Canada, France, Russia, Great Britain and the United States; a note prepared by the ILO on some labour problems associated with applications of atomic energy; and a note prepared by UNESCO on training problems related to the peaceful applications of atomic energy.

### Wages and Hours

21. ALBERTA. BUREAU OF STATISTICS. *Salary and Wage Rate Survey—Alberta, 1 May 1957. Range of Wages and Weighted Averages by Type of Business, Alberta, Calgary, Edmonton*. Edmonton, 1957. Pp. 29.

22. U.S. BUREAU OF LABOR STATISTICS. *Collective Bargaining Clauses: Dismissal Pay*. Washington, G.P.O., 1957. Pp. 28.

"In this report, the prevalence of dismissal pay provisions, the amounts provided, the conditions under which laid-off workers qualify for benefits, and related factors are discussed. In addition, selected clauses are reproduced to illustrate the various ways in which agreements deal with dismissal pay procedures."

### Miscellaneous

23. BARTON, SAM BEAL. *How Texas Cares for Her Injured Workers*. Denton, North Texas State College, 1956. Pp. 81.

Provides information about the Texas Workmen's Compensation Act and its administration.

24. DOREMAN, HERBERT. *Labour Relations in Norway*. Oslo, The Norwegian Joint Committee on International Social Policy, 1957. Pp. 150.

Among the topics discussed in this book are: collective bargaining, the structure of the principal labor and employer organizations, mediation and conciliation, the historical development of labor-management relations, and, co-operation between unions, employers and government.

25. U.S. BUREAU OF LABOR STATISTICS. *Economic Forces in the U.S.A. in Facts and Figures; the United States, Its People, Its Labor Force, and Its Economy*. 5th ed. Prepared by U.S. Bureau of Labor Statistics in co-operation with International Cooperation Administration. Washington, G.P.O., 1957. Pp. 188.

Partial Contents: Geography. Population. Labor Force. Income. Consumption. Output. Employer-Employee Relationships. Government.

# LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force .....	434
Table B-1—Labour Income.....	435
Tables C-1 to C-6—Employment, Hours and Earnings.....	436
Tables D-1 to D-5—Employment Service Statistics.....	442
Tables E-1 to E-4—Unemployment Insurance.....	448
Tables F-1 and F-2—Prices.....	450
Tables G-1 and G-2—Strikes and Lockouts.....	451
Tables H-1 and H-2—Industrial Accidents.....	454

## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 18, 1958**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,891	104	437	1,689	2,165	1,001	495
Agricultural.....	654	*	55	139	171	270	18
Non-Agricultural.....	5,237	103	382	1,550	1,994	731	477
Males.....	4,470	85	339	1,285	1,604	783	374
Agricultural.....	628	*	54	137	162	258	16
Non-Agricultural.....	3,842	84	285	1,148	1,442	525	358
Females.....	1,421	19	98	404	561	218	121
Agricultural.....	26	*	*	*	*	12	*
Non-Agricultural.....	1,395	19	97	402	552	206	119
All Ages.....	5,891	104	437	1,689	2,165	1,001	495
14—19 years.....	539	15	40	191	171	89	33
20—24 years.....	745	15	58	244	254	124	50
25—44 years.....	2,739	49	195	780	1,017	462	236
45—64 years.....	1,643	23	124	424	630	288	154
65 years and over.....	225	*	20	50	93	38	22
<i>Persons with Jobs</i>							
All status groups.....	5,371	84	380	1,504	2,025	934	444
Males.....	4,005	66	285	1,120	1,483	723	328
Females.....	1,366	18	95	384	542	211	116
Agricultural.....	637	*	51	135	167	266	17
Non-Agricultural.....	4,734	83	329	1,369	1,858	668	427
Paid Workers.....	4,299	73	293	1,228	1,714	607	384
Males.....	3,062	57	212	878	1,215	422	278
Females.....	1,237	16	81	350	499	185	106
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	520	20	57	185	140	67	51
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,271	163	466	1,479	1,711	948	504
Males.....	1,076	53	106	275	311	213	118
Females.....	4,195	110	360	1,204	1,400	735	386

\* Less than 10,000.



**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimate in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended January 18, 1958		Week Ended December 14, 1957		Week Ended January 19, 1957	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	549	524	410	393	315	283
Without Jobs.....	520	498	386	372	303	272
Under 1 month.....	137	—	145	—	111	—
1—3 months.....	273	—	177	—	162	—
4—6 months.....	79	—	43	—	20	—
7—12 months.....	22	—	15	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	29	26	24	21	12	11
1—14 hours.....	13	12	*	*	*	*
15—34 hours.....	16	14	17	15	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income**

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(§ millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1957 Average.....	90	397	97	335	316	44	1,279
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	351	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84R	396	92R	343R	328	45	1,288
1958—January.....	78P	376P	84P	325P	322P	43P	1,288P

R—revised; P—preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At January 1, employers in the principal non-agricultural industries reported a total employment of 2,665,265.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1957—Jan. 1 .....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1 .....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1 .....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1 .....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1 .....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1 .....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1 .....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1 .....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1 .....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1 .....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1 .....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1 .....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1 .....	117.6	182.6	154.7	66.45	109.1	171.3	156.0	68.61

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1958	Dec. 1 1957	Jan. 1 1957	Jan. 1 1958	Dec. 1 1957	Jan. 1 1957
<b>(a) Provinces</b>						
Newfoundland.....	116.4	127.8	124.4	60.66	62.00	57.79
Prince Edward Island.....	106.6	117.4	109.6	50.55	50.29	47.79
Nova Scotia.....	96.4	99.3	99.6	55.48	56.92	52.71
New Brunswick.....	98.7	101.1	109.4	56.91	56.79	57.07
Quebec.....	117.0	122.9	121.0	64.00	66.56	61.16
Ontario.....	120.4	124.6	123.5	68.89	72.24	65.70
Manitoba.....	107.9	110.9	109.2	62.13	64.22	60.51
Saskatchewan.....	119.2	128.1	120.7	66.39	66.36	62.97
Alberta (including Northwest Territories).....	146.6	151.6	148.7	69.19	70.87	66.10
British Columbia (including Yukon).....	111.9	118.1	118.8	70.58	74.80	68.05
Canada.....	117.6	122.5	121.4	66.45	69.24	63.58
<b>(b) Metropolitan Areas</b>						
St. John's.....	123.2	130.9	116.3	47.68	49.53	47.83
Sydney.....	93.3	95.1	92.9	69.62	71.21	66.30
Halifax.....	117.1	118.0	122.4	54.02	54.53	50.66
Saint John.....	105.2	91.4	110.2	50.48	51.95	49.68
Quebec.....	105.9	112.1	108.5	55.69	57.84	52.38
Sherbrooke.....	100.5	105.8	112.8	51.00	56.89	51.76
Three Rivers.....	109.9	115.2	113.1	60.12	62.81	59.38
Drummondville.....	73.8	74.9	76.4	55.82	57.90	53.73
Montreal.....	121.2	126.0	121.5	64.65	67.21	60.92
Ottawa—Hull.....	119.8	122.1	120.5	59.69	61.73	56.76
Peterborough.....	102.8	103.8	109.2	75.37	75.76	69.37
Oshawa.....	176.3	178.7	179.3	73.61	90.80	70.43
Niagara Falls.....	113.2	118.8	122.1	75.28	76.68	70.56
St. Catharines.....	116.6	121.2	127.2	76.50	78.50	73.69
Toronto.....	132.0	134.9	131.9	69.41	71.93	65.99
Hamilton.....	109.2	112.6	115.6	72.01	74.71	69.21
Brantford.....	85.6	86.0	87.5	61.46	65.11	59.20
Galt.....	110.4	112.5	111.6	58.63	61.50	56.60
Kitchener.....	113.6	116.6	115.0	59.91	64.82	59.52
Sudbury.....	144.8	144.7	140.7	84.62	85.49	80.51
London.....	116.9	121.6	118.9	61.83	64.86	59.38
Sarnia.....	134.7	139.1	127.1	85.24	89.57	77.94
Windsor.....	86.2	92.3	107.2	67.82	75.76	68.02
Sault Ste. Marie.....	130.9	135.0	133.1	85.76	87.00	80.35
Ft. William—Pt. Arthur.....	116.5	121.3	113.8	68.66	72.79	65.21
Winnipeg.....	107.8	108.8	108.2	59.57	61.74	57.43
Regina.....	121.1	126.9	119.5	61.98	62.31	59.49
Saskatoon.....	125.9	133.3	119.4	60.30	61.43	57.18
Edmonton.....	176.3	183.6	174.8	62.74	65.27	60.33
Calgary.....	157.1	159.7	156.2	65.94	67.37	62.43
Vancouver.....	115.7	119.1	119.0	69.53	72.58	66.14
Victoria.....	120.9	120.1	123.4	64.15	67.00	60.94

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1958	Dec. 1 1957	Jan. 1 1957	Jan. 1 1958	Dec. 1 1957	Jan. 1 1957
<b>Mining</b> .....	<b>126.0</b>	<b>128.1</b>	<b>122.7</b>	<b>83.37</b>	<b>86.65</b>	<b>78.67</b>
Metal mining.....	137.0	139.3	127.6	85.72	89.88	79.71
Gold.....	75.0	75.9	76.3	68.82	72.19	68.96
Other metal.....	194.8	198.5	175.4	91.79	96.19	84.08
Fuels.....	111.1	111.5	112.6	82.80	84.12	80.97
Coal.....	61.8	62.4	66.7	65.12	67.77	66.04
Oil and natural gas.....	290.9	290.4	281.1	96.51	96.93	94.01
Non-metal.....	121.4	128.0	131.3	72.88	77.34	68.05
<b>Manufacturing</b> .....	<b>109.1</b>	<b>113.3</b>	<b>114.8</b>	<b>68.61</b>	<b>71.69</b>	<b>65.44</b>
Food and beverages.....	102.6	111.3	102.4	62.43	63.50	58.76
Meat products.....	123.6	129.7	121.1	69.41	73.06	67.59
Canned and preserved fruits and vegetables.....	73.8	97.6	78.6	55.43	54.87	49.87
Grain mill products.....	101.9	102.9	103.1	67.61	70.61	61.71
Bread and other bakery products.....	108.7	109.0	108.5	60.79	61.56	57.79
Biscuits and crackers.....	82.4	94.7	87.3	48.38	54.14	42.81
Distilled and malt liquors.....	105.9	115.3	106.0	79.46	80.14	76.37
Tobacco and tobacco products.....	83.0	83.9	104.7	68.88	69.58	57.54
Rubber products.....	104.5	107.7	113.7	63.84	73.05	67.71
Leather products.....	84.1	87.7	86.1	44.28	48.54	43.68
Boots and shoes (except rubber).....	88.7	91.8	88.9	40.73	45.55	40.42
Textile products (except clothing).....	79.2	81.7	87.3	53.97	57.63	51.68
Cotton yarn and broad woven goods.....	80.8	81.7	89.0	49.19	54.21	48.93
Woolen goods.....	60.5	64.4	74.1	50.61	54.60	48.94
Synthetic textiles and silk.....	81.3	82.2	85.6	63.80	64.14	60.52
Clothing (textile and fur).....	87.9	91.9	90.0	40.36	44.62	38.88
Men's clothing.....	93.1	97.0	97.3	39.33	43.49	38.26
Women's clothing.....	89.8	90.6	85.0	41.25	45.22	38.50
Knit goods.....	75.4	80.6	81.4	40.49	45.19	39.79
Wood products.....	94.2	99.8	103.4	56.51	61.91	53.03
Saw and planing mills.....	91.0	97.1	101.6	58.77	63.50	53.88
Furniture.....	108.9	112.9	112.5	54.02	60.56	52.42
Other wood products.....	81.8	87.9	94.6	50.98	56.89	50.13
Paper products.....	114.0	115.5	121.6	80.24	82.79	78.73
Pulp and paper mills.....	111.7	112.5	123.3	87.69	89.88	85.88
Other paper products.....	119.8	123.2	117.6	62.96	66.69	60.15
Printing, publishing and allied industries.....	119.5	121.2	117.3	74.71	75.93	71.29
Iron and steel products.....	105.6	109.0	113.3	75.87	79.52	72.30
Agricultural implements.....	61.9	59.5	53.7	76.67	78.22	71.28
Fabricated and structural steel.....	165.2	170.8	155.2	77.42	82.58	70.62
Hardware and tools.....	93.6	95.8	102.0	69.10	72.34	65.47
Heating and cooking appliances.....	93.9	102.5	98.5	66.02	69.99	61.80
Iron castings.....	99.2	104.2	106.0	70.29	75.72	68.27
Machinery mfg.....	115.1	117.1	129.1	72.50	77.02	69.18
Primary iron and steel.....	111.2	115.9	125.7	86.75	91.15	85.74
Sheet metal products.....	99.7	103.8	112.6	72.64	75.50	67.92
Transportation equipment.....	134.1	138.9	147.0	75.39	81.60	72.60
Aircraft and parts.....	390.1	393.3	367.4	83.45	84.19	75.78
Motor vehicles.....	113.7	122.8	143.9	73.78	93.16	76.58
Motor vehicle parts and accessories.....	105.3	108.9	122.5	72.77	78.27	71.35
Railroad and rolling stock equipment.....	84.5	87.1	96.6	71.89	72.96	71.14
Shipbuilding and repairing.....	144.6	149.5	149.9	69.66	75.86	64.70
Non-ferrous metal products.....	130.4	133.1	134.0	82.47	82.89	76.93
Aluminum products.....	127.9	134.8	141.7	75.52	78.09	71.23
Brass and copper products.....	103.7	105.9	109.3	73.43	75.91	68.71
Smelting and refining.....	161.1	162.3	160.1	91.56	90.21	85.05
Electrical apparatus and supplies.....	141.8	146.3	154.5	74.36	76.35	70.26
Non-metallic mineral products.....	123.2	132.5	129.1	70.36	74.76	67.27
Clay products.....	95.0	103.7	101.7	66.41	70.58	65.06
Glass and glass products.....	129.6	134.4	135.9	69.35	72.03	65.02
Products of petroleum and coal.....	138.5	136.7	134.4	103.84	103.54	98.50
Chemical products.....	133.3	135.0	128.1	81.33	81.37	75.85
Medicinal and pharmaceutical preparations.....	118.5	119.6	116.3	71.31	71.69	68.42
Acids, alkalis and salts.....	150.9	153.1	133.0	93.44	92.87	88.28
Miscellaneous manufacturing industries.....	112.7	116.9	109.3	61.15	63.24	55.90
<b>Construction</b> .....	<b>111.9</b>	<b>136.9</b>	<b>117.1</b>	<b>65.09</b>	<b>74.81</b>	<b>62.54</b>
Building and general engineering.....	116.8	143.3	129.3	68.76	82.09	64.87
Building.....	120.0	144.9	136.5	67.71	80.62	64.42
Engineering work.....	103.3	136.3	99.7	73.86	88.60	67.38
Highways, bridges and streets.....	104.1	126.9	97.7	58.50	61.68	57.61
<b>Service</b> .....	<b>128.0</b>	<b>130.4</b>	<b>124.7</b>	<b>46.66</b>	<b>47.27</b>	<b>43.96</b>
Hotels and restaurants.....	119.3	121.8	119.0	38.48	38.85	37.22
Laundries and dry cleaning plants.....	112.5	114.1	109.2	40.41	42.48	38.16
Other service.....	174.9	178.2	164.0	69.09	68.97	64.77
<b>Industrial composite</b> .....	<b>117.6</b>	<b>122.5</b>	<b>121.4</b>	<b>66.45</b>	<b>69.21</b>	<b>63.58</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1958	Dec. 1, 1957	Jan. 1, 1957	Jan. 1, 1958	Dec. 1, 1957	Jan. 1, 1957
Newfoundland.....	41.3	39.7	37.3	169.7	161.7	157.1
Nova Scotia.....	37.6	40.5	38.2	150.6	146.1	139.1
New Brunswick.....	38.6	40.9	40.2	150.9	146.6	141.7
Quebec.....	38.4	41.6	38.7	148.9	146.9	141.8
Ontario.....	36.9	40.6	37.7	174.6	172.6	166.5
Manitoba.....	36.7	39.8	38.1	154.5	152.2	149.3
Saskatchewan.....	37.5	40.0	39.4	177.0	172.6	163.0
Alberta (1).....	37.6	40.3	38.6	175.3	172.3	164.5
British Columbia (2).....	34.4	37.2	35.1	199.5	196.4	187.9

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1 1958	Dec. 1 1957	Jan. 1 1957	Jan. 1 1958	Dec. 1 1957	Jan. 1 1957	Jan. 1 1958	Dec. 1 1957	Jan. 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	40.3	42.6	40.7	194.0	193.7	181.6	78.18	82.52	73.91
Metal mining	40.8	43.2	40.2	200.8	201.5	189.2	81.93	87.05	76.06
Gold	40.7	42.6	40.3	156.7	158.7	159.8	63.78	67.61	64.40
Other metal	40.9	43.5	40.1	217.6	217.3	201.7	89.00	94.53	80.88
Fuels	39.4	40.7	43.0	184.7	182.9	172.1	72.77	74.44	74.00
Coal	37.8	39.7	42.0	167.0	166.4	155.6	63.13	66.06	65.35
Oil and natural gas	42.2	42.5	45.0	212.9	211.0	202.4	89.84	89.68	91.08
Non-metal	39.1	43.1	38.5	175.0	173.4	166.7	68.43	74.74	64.18
Manufacturing	37.3	40.6	37.9	165.7	163.5	158.0	61.81	66.38	59.88
Food and beverages	37.6	40.9	37.6	146.4	142.1	137.9	55.05	58.12	51.85
Meat products	37.5	40.7	37.5	170.0	170.1	164.7	63.75	69.23	61.76
Canned and preserved fruits and vegetables	31.4	39.0	34.0	133.5	120.5	117.3	41.92	47.00	39.88
Grain mill products	39.5	42.6	38.6	158.5	154.7	144.5	62.61	65.90	55.78
Bread and other bakery products	41.2	42.9	42.0	130.8	128.0	123.8	53.89	54.91	52.00
Distilled and malt liquors	37.8	39.9	39.5	191.1	185.4	176.2	72.24	73.97	69.60
Tobacco and tobacco products	39.2	40.0	38.2	162.0	160.5	138.4	63.50	64.20	52.87
Rubber products	33.8	41.0	39.4	164.5	167.9	160.8	55.60	68.84	63.36
Leather products	34.8	39.7	36.0	112.7	112.6	110.0	39.32	44.70	39.60
Boots and shoes (except rubber)	33.7	38.8	34.6	106.4	107.9	106.1	35.86	41.87	36.71
Textile products (except clothing)	38.1	42.0	39.1	124.2	123.3	118.6	47.32	51.79	46.37
Cotton yarn and broad woven goods	36.2	40.7	37.0	122.4	122.6	119.8	44.31	49.90	44.33
Woolen goods	38.1	42.4	39.7	116.1	116.2	110.0	44.23	49.27	43.67
Synthetic textiles and silk	43.0	43.6	44.1	133.3	131.8	125.1	57.32	57.46	55.17
Clothing (textile and fur)	32.4	37.4	32.4	107.1	105.8	103.6	34.70	39.57	33.57
Men's clothing	31.8	36.4	32.1	108.1	107.5	103.4	34.38	39.13	33.19
Women's clothing	30.0	35.5	29.0	115.5	110.7	110.4	34.65	39.30	32.02
Knit goods	35.5	40.3	35.6	100.2	100.9	99.5	35.57	40.66	35.42
*Wood products	36.1	40.9	36.2	144.9	143.7	136.3	52.31	58.77	49.34
Saw and planing mills	35.2	39.4	34.4	156.8	154.6	147.0	55.19	60.91	50.57
Furniture	37.4	43.3	38.7	131.4	130.9	124.8	49.14	56.68	48.30
Other wood products	37.1	42.5	39.1	122.4	124.1	116.5	45.41	52.74	45.55
Paper products	38.7	41.1	40.2	189.3	187.2	183.3	73.26	76.94	73.69
Pulp and paper mills	39.4	41.2	41.1	204.5	203.2	196.1	80.57	83.72	80.60
Other paper products	36.8	40.7	37.5	147.1	146.8	141.4	54.13	59.75	53.03
Printing, publishing and allied industries	38.3	39.7	38.3	192.1	191.5	184.6	73.57	76.03	70.70
*Iron and steel products	37.6	40.6	38.3	186.5	185.9	177.7	70.12	75.48	68.06
Agricultural implements	38.3	39.3	37.7	185.1	183.7	172.3	70.89	72.19	64.96
Fabricated and structural steel	37.5	41.9	35.0	183.3	184.3	173.5	68.74	77.22	60.73
Hardware and tools	38.3	41.0	38.0	164.4	163.7	157.8	62.97	67.12	59.96
Heating and cooking appliances	36.8	40.9	37.2	159.4	159.8	147.9	58.66	65.36	55.02
Iron castings	35.8	39.8	37.4	178.6	180.1	171.8	63.94	71.68	64.25
Machinery manufacturing	38.1	41.9	39.4	173.9	174.0	165.2	66.26	72.91	65.09
Primary iron and steel	39.2	40.0	40.0	219.7	218.8	207.5	86.12	87.52	83.00
Sheet metal products	37.0	39.5	36.7	179.0	178.2	168.4	66.23	70.39	61.80
*Transportation equipment	37.0	40.8	38.2	186.3	189.3	178.9	68.93	77.23	68.34
Aircraft and parts	40.0	41.1	38.8	189.6	188.9	177.7	75.84	77.64	68.95
Motor vehicles	30.8	41.8	37.4	200.1	210.2	193.8	61.63	87.86	72.48
Motor vehicle parts and accessories	35.2	39.7	37.1	188.1	185.5	179.9	66.21	73.64	66.74
Railroad and rolling stock equipment	39.4	39.7	39.8	178.4	179.9	175.0	70.29	71.42	69.65
Shipbuilding and repairing	37.4	41.3	36.7	182.1	183.0	170.7	68.11	75.58	62.65
*Non-ferrous metal products	39.7	41.0	40.1	194.7	190.7	179.0	77.30	78.19	71.78
Aluminum products	38.9	42.0	39.0	162.4	159.9	154.0	63.17	67.16	60.06
Brass and copper products	38.8	41.2	37.7	173.2	172.5	161.1	67.20	71.07	60.73
Smelting and refining	40.4	40.6	41.4	214.6	210.6	195.2	86.70	85.50	80.81
*Electrical apparatus and supplies	38.2	40.7	37.2	168.7	167.1	163.1	64.44	68.01	60.67
Heavy electrical machinery and equipment	38.9	40.5	38.1	189.8	188.8	180.9	73.83	76.46	68.92
Radios and radio parts	36.8	41.2	36.3	151.2	147.3	142.7	55.64	60.69	51.80
Batteries	37.0	41.8	37.7	163.1	166.5	158.5	60.35	69.60	59.75
Refrigerators, vacuum cleaners and appliances	38.9	40.2	38.5	173.2	171.1	168.1	65.12	68.78	64.72
Miscellaneous electrical products	38.9	40.6	38.5	154.4	153.1	151.6	60.06	62.16	53.82
Wire and cable	37.9	41.1	39.6	179.9	183.0	171.9	68.18	75.21	66.18
*Non-metallic mineral products	39.2	43.1	39.6	165.3	163.6	158.6	64.80	70.51	62.81
Clay products	40.3	42.8	40.7	154.9	153.8	148.0	60.41	65.83	60.24
Glass and glass products	40.3	42.7	39.2	178.0	177.3	169.3	64.76	68.11	60.88
Products of petroleum and coal	40.4	41.5	41.8	234.4	226.6	214.1	94.70	94.04	89.49
Chemical products	40.0	41.0	40.4	179.9	176.5	165.7	71.96	72.37	66.94
Medicinal and pharmaceutical preparations	40.3	41.5	40.1	137.6	135.9	131.4	55.45	56.40	52.69
Acids, alkalis and salts	41.1	41.9	42.4	212.8	205.0	197.2	87.46	85.90	81.58
Miscellaneous manufacturing industries	38.4	41.4	38.1	136.2	134.3	127.1	52.30	55.60	48.43
*Durable goods	37.6	40.9	38.1	178.0	177.3	169.3	66.93	72.52	64.50
Non-durable goods	37.0	40.4	37.7	152.5	148.8	145.4	56.43	60.12	54.82
Construction	33.8	41.2	34.4	177.5	178.1	170.1	60.00	73.38	58.51
Building and general engineering	32.3	41.6	33.1	195.3	193.0	182.8	63.08	80.54	60.51
Highways, bridges and streets	37.0	40.4	37.7	144.8	144.5	140.1	53.58	58.38	52.82
Electric and motor transportation	42.4	42.4	42.2	163.7	161.2	156.6	69.41	71.41	66.09
Service	38.6	39.8	38.1	96.4	95.8	92.6	37.51	38.13	36.21
Hotels and restaurants	39.2	39.9	39.8	95.7	95.2	93.2	37.51	37.98	37.09
Laundries and dry cleaning plants	37.5	40.0	38.3	92.5	92.0	86.5	34.69	36.80	33.13

\* Durable manufactured goods industries.

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958 (1).....	40.5*	165.7	67.11*	160.9	123.4	130.4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88, and January 1, 1958 are 37.3 and \$61.81.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATION FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1953.....	13,604	13,799	27,403	331,618	72,065	403,683
March 1, 1954.....	9,014	10,176	19,190	457,029	105,622	562,651
March 1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
March 1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958 <sup>(1)</sup> .....	6,822	7,860	14,682	677,163	167,591	844,754
March 1, 1958 <sup>(1)</sup> .....	7,389	8,459	15,848	703,609	171,254	874,863

\* Current Vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
JANUARY 31, 1958<sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				December 31, 1957	January 31, 1957
<b>Agriculture, Fishing, Trapping</b> .....	<b>170</b>	<b>92</b>	<b>262</b>	<b>+</b> 52	<b>-</b> 431
<b>Forestry</b> .....	<b>443</b>	<b>6</b>	<b>449</b>	<b>+</b> 78	<b>-</b> 4,513
<b>Mining, Quarrying and Oil Wells</b> .....	<b>726</b>	<b>43</b>	<b>769</b>	<b>-</b> 187	<b>-</b> 236
Metal Mining.....	393	17	410	- 168	- 238
Fuels.....	230	18	248	- 19	- 11
Non-Metal Mining.....	69	1	70	+ 35	- 16
Quarrying, Clay and Sand Pits.....	7	3	10	+ 5	- 1
Prospecting.....	27	4	31	- 40	- 20
<b>Manufacturing</b> .....	<b>1,959</b>	<b>1,287</b>	<b>3,246</b>	<b>+</b> 662	<b>-</b> 3,319
Foods and Beverages.....	120	84	204	+ 15	- 117
Tobacco and Tobacco Products.....	68	8	76	+ 13	+ 66
Rubber Products.....	11	13	24	+ 5	- 39
Leather Products.....	47	73	120	- 44	- 49
Textile Products (except clothing).....	52	50	102	0	- 175
Clothing (textile and fur).....	58	620	678	+ 217	- 627
Wood Products.....	175	48	223	+ 58	- 191
Paper Products.....	134	31	165	+ 75	- 45
Printing, Publishing and Allied Industries.....	101	45	146	+ 2	- 80
Iron and Steel Products.....	365	67	432	+ 139	- 709
Transportation Equipment.....	324	36	360	+ 51	- 598
Non-Ferrous Metal Products.....	66	42	108	+ 12	- 103
Electrical Apparatus and Supplies.....	162	49	211	- 3	- 262
Non-Metallic Mineral Products.....	48	21	69	+ 26	- 72
Products of Petroleum and Coal.....	17	7	24	+ 1	- 24
Chemical Products.....	138	48	186	+ 46	- 97
Miscellaneous Manufacturing Industries.....	73	45	118	+ 51	- 137
<b>Construction</b> .....	<b>644</b>	<b>69</b>	<b>713</b>	<b>+</b> 70	<b>-</b> 631
General Contractors.....	521	43	564	+ 122	- 444
Special Trade Contractors.....	123	26	149	- 52	- 187
<b>Transportation, Storage and Communication</b> .....	<b>227</b>	<b>167</b>	<b>394</b>	<b>-</b> 70	<b>-</b> 799
Transportation.....	154	53	207	- 84	- 693
Storage.....	30	13	43	+ 16	- 12
Communication.....	43	101	144	- 2	- 94
<b>Public Utility Operation</b> .....	<b>93</b>	<b>16</b>	<b>109</b>	<b>+</b> 4	<b>-</b> 154
<b>Trade</b> .....	<b>1,104</b>	<b>1,115</b>	<b>2,219</b>	<b>+</b> 446	<b>-</b> 1,300
Wholesale.....	394	285	679	+ 165	- 510
Retail.....	710	830	1,540	+ 281	- 790
<b>Finance, Insurance and Real Estate</b> .....	<b>439</b>	<b>464</b>	<b>903</b>	<b>+</b> 81	<b>-</b> 506
<b>Service</b> .....	<b>1,667</b>	<b>4,713</b>	<b>6,380</b>	<b>-</b> 706	<b>-</b> 3,544
Community or Public Service.....	163	1,010	1,173	- 93	- 576
Government Service.....	1,029	329	1,358	- 748	- 743
Recreation Service.....	23	32	55	- 23	- 164
Business Service.....	181	360	541	+ 160	- 410
Personal Service.....	271	2,982	3,253	- 2	- 1,651
<b>GRAND TOTAL</b> .....	<b>7,472</b>	<b>7,972</b>	<b>15,444</b>	<b>+</b> 430	<b>-</b> 15,483

(<sup>1</sup>) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JANUARY 30, 1958<sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,458	816	2,274	9,404	2,068	11,472
Clerical workers.....	637	2,127	2,764	19,881	43,076	62,957
Sales workers.....	865	484	1,349	8,830	20,180	29,010
Personal and domestic service workers...	300	3,196	3,496	45,893	29,924	75,817
Seamen.....	11		11	8,652	37	8,689
Agriculture and fishing.....	179	15	194	21,559	972	22,531
Skilled and semiskilled workers.....	2,275	1,005	3,280	320,157	33,686	353,843
Food and kindred products (inc. tobacco).....	26	8	34	2,808	957	3,765
Textiles, clothing, etc.....	31	789	820	5,680	21,185	26,865
Lumber and lumber products.....	312		312	45,240	275	45,515
Pulp, paper (inc. printing).....	32	9	41	1,907	729	2,636
Leather and leather products.....	31	61	92	2,250	1,717	3,967
Stone, clay and glass products.....	10		10	1,012	106	1,118
Metalworking.....	214	2	216	30,505	1,766	32,271
Electrical.....	61	4	65	4,544	1,896	6,440
Transportation equipment.....	13		13	5,517	73	5,590
Mining.....	55		55	3,023		3,023
Construction.....	255		255	96,665	12	96,677
Transportation (except seamen).....	329	9	338	56,623	211	56,834
Communications and public utility.....	16		16	1,453	2	1,455
Trade and service.....	103	84	187	6,960	2,812	9,772
Other skilled and semiskilled.....	698	32	730	39,200	1,511	40,711
Foremen.....	48	6	54	7,103	402	7,505
Apprentices.....	41	1	42	9,667	32	9,699
Unskilled workers.....	1,097	217	1,314	242,787	37,648	280,435
Food and tobacco.....	45	22	67	9,909	11,316	21,225
Lumber and lumber products.....	179	13	192	31,098	777	31,875
Metalworking.....	138	14	152	13,832	1,024	14,856
Construction.....	235		235	124,848	4	124,852
Other unskilled workers.....	500	168	668	63,100	24,527	87,627
<b>GRAND TOTAL.....</b>	<b>6,822</b>	<b>7,860</b>	<b>14,682</b>	<b>677,163</b>	<b>167,591</b>	<b>844,754</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JANUARY 30, 1958**

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	January 30, 1958	January 2, 1958	January 31, 1957	January 30, 1958	January 2, 1958	January 31, 1957
<b>Newfoundland</b> .....	<b>155</b>	<b>94</b>	<b>290</b>	<b>36,549</b>	<b>29,038</b>	<b>23,291</b>
Corner Brook.....	4	.....	7	8,120	5,617	4,663
Grand Falls.....	4	3	36	3,532	2,696	2,010
St. John's.....	147	91	247	24,897	20,725	16,618
<b>Prince Edward Island</b> .....	<b>68</b>	<b>75</b>	<b>67</b>	<b>7,249</b>	<b>6,125</b>	<b>4,928</b>
Charlottetown.....	48	59	38	4,181	3,527	3,171
Summerside.....	20	16	29	3,068	2,598	1,757
<b>Nova Scotia</b> .....	<b>704</b>	<b>752</b>	<b>630</b>	<b>40,085</b>	<b>31,293</b>	<b>26,972</b>
Amherst.....	6	3	11	1,666	1,423	1,178
Bridgewater.....	6	6	35	3,025	2,582	1,754
Halifax.....	368	397	454	7,441	6,180	5,127
Inverness.....	.....	8	.....	1,593	1,165	1,234
Kentville.....	13	11	39	4,375	3,179	3,490
Liverpool.....	9	14	7	1,257	840	688
New Glasgow.....	24	33	44	5,869	4,418	3,303
Springhill.....	.....	.....	.....	1,102	1,085	916
Sydney.....	212	220	25	6,443	4,801	4,633
Truro.....	9	6	11	2,511	2,380	1,628
Yarmouth.....	57	54	4	4,803	3,240	3,021
<b>New Brunswick</b> .....	<b>461</b>	<b>406</b>	<b>852</b>	<b>45,492</b>	<b>39,658</b>	<b>31,411</b>
Bathurst.....	13	5	15	7,756	6,880	5,560
Campbellton.....	36	24	76	3,570	2,778	2,476
Edmundston.....	16	11	38	3,414	2,890	2,260
Fredericton.....	85	73	81	2,782	2,474	1,978
Minto.....	1	2	104	998	853	647
Moncton.....	208	173	327	12,496	10,957	8,979
Newcastle.....	.....	.....	9	4,409	3,913	3,062
Saint John.....	83	105	97	3,825	3,360	2,803
St. Stephen.....	5	3	54	3,043	2,527	1,803
Sussex.....	8	8	18	889	859	703
Woodstock.....	6	2	33	2,310	2,167	1,140
<b>Quebec</b> .....	<b>3,508</b>	<b>3,009</b>	<b>10,510</b>	<b>255,530</b>	<b>239,274</b>	<b>168,911</b>
Asbestos.....	15	12	3	1,157	1,211	852
Beauharnois.....	14	21	41	1,710	1,802	972
Buckingham.....	5	31	26	1,347	1,190	1,164
Causapscal.....	42	55	31	3,508	3,037	2,321
Chandler.....	13	.....	1	3,562	3,146	2,218
Chicoutimi.....	26	35	350	2,652	2,208	1,519
Dolbeau.....	35	27	155	2,099	2,051	791
Drummondville.....	36	32	101	3,296	3,429	2,329
Farnham.....	5	6	11	1,586	2,050	1,067
Forestville.....	9	13	988	2,552	1,833	995
Gaspé.....	3	.....	3	2,779	2,415	1,897
Granby.....	11	22	52	2,804	3,486	1,986
Hull.....	22	24	47	5,335	4,169	4,341
Joliette.....	41	60	74	5,241	5,737	3,626
Jonquière.....	26	24	42	3,080	2,451	1,799
Lachute.....	8	9	26	1,375	1,493	835
La Malbaie.....	26	4	54	2,895	2,415	2,429
La Tuque.....	75	13	1,795	1,087	1,215	701
Lévis.....	51	63	99	6,217	5,657	4,064
Louiseville.....	22	12	39	1,863	2,299	989
Magog.....	1	1	8	1,235	1,028	799
Maniwaki.....	.....	23	44	1,362	1,200	687
Matane.....	1	7	156	4,921	3,598	2,565
Mégantic.....	.....	3	25	1,893	1,648	1,025
Mont-Laurier.....	10	55	6	1,283	1,024	835
Montmagny.....	13	12	18	3,089	3,374	1,912
Montréal.....	1,746	1,394	3,177	81,203	74,703	54,134
New Richmond.....	8	15	12	3,005	2,628	2,196
Port Alfred.....	1	1	.....	1,650	1,552	1,037
Québec.....	412	288	538	19,099	17,641	16,147
Rimouski.....	33	48	102	6,380	5,662	3,591
Rivière du Loup.....	61	25	163	7,401	6,521	4,346
Roberval.....	12	3	585	1,784	1,557	668
Rouyn.....	103	67	105	4,249	3,996	1,508
Ste. Agathe.....	7	36	21	1,554	1,316	970
Ste. Anne de Bellevue.....	22	33	82	1,668	1,473	1,352
Ste. Thérèse.....	27	21	31	2,702	3,084	2,128
St. Hyacinthe.....	32	23	46	3,187	4,443	2,566
St. Jean.....	38	34	53	2,793	2,585	1,958
St. Jérôme.....	20	22	27	2,531	3,376	2,079
Sept-Îles.....	54	55	379	2,454	1,601	1,520
Shawinigan Falls.....	16	6	69	6,172	5,483	3,695
Sherbrooke.....	62	62	148	7,127	6,222	4,739
Sorel.....	60	61	63	3,292	3,337	2,396
Thetford Mines.....	49	41	92	2,503	2,159	1,963
Trois-Rivières.....	133	115	209	7,777	6,698	5,299

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JANUARY 30, 1958**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) January 30, 1958	Previous Month January 2, 1958	Previous Year January 31, 1957	(1) January 30, 1958	Previous Month January 2, 1958	Previous Year January 31, 1957
<b>Quebec—Con.</b>						
Val d'Or.....	17	15	60	3,023	2,816	1,253
Valleyfield.....	12	17	65	3,169	3,505	2,191
Victoriaville.....	47	26	61	3,962	4,645	2,431
Ville d'Alma.....	22	27	111	2,742	2,998	1,708
Ville St. Georges.....	4	10	116	4,235	4,077	2,318
<b>Ontario.....</b>	<b>5,365</b>	<b>6,163</b>	<b>10,354</b>	<b>256,811</b>	<b>230,081</b>	<b>161,324</b>
Arnprior.....	18	5	50	659	873	510
Barrie.....	15	21	60	1,713	1,345	1,320
Belleville.....	9	2	54	2,751	2,302	1,847
Bracebridge.....	48	113	39	1,787	1,472	1,131
Brampton.....	11	11	24	1,668	1,301	810
Branford.....	55	48	54	3,895	3,892	2,790
Brockville.....	21	29	35	758	630	544
Carleton Place.....	2	3	7	665	553	621
Chatham.....	31	24	76	3,696	3,699	2,350
Cobourg.....	2	1	19	1,400	1,371	829
Collingwood.....	11	3	14	1,154	1,225	885
Cornwall.....	68	100	167	4,735	3,739	3,237
Fort Erie.....	2	15	9	976	793	592
Fort Frances.....	12	10	8	823	732	397
Fort William.....	57	93	478	3,251	2,975	1,758
Galt.....	31	30	96	2,120	2,141	883
Gananoque.....	4	2	2	580	555	398
Goderich.....	7	8	17	1,051	1,119	756
Guelph.....	53	38	99	2,797	2,611	1,577
Hamilton.....	434	339	711	20,881	17,958	11,657
Hawkesbury.....	14	20	26	1,670	1,330	1,265
Ingersoll.....	18	11	39	1,126	985	743
Kapuskasing.....	57	1	125	1,012	949	376
Kenora.....	15	9	29	1,189	1,069	502
Kingston.....	67	92	88	2,482	2,113	2,017
Kirkland Lake.....	49	37	100	1,805	1,548	831
Kitchener.....	62	42	79	4,479	5,649	2,858
Leamington.....	23	16	40	1,877	2,062	959
Lindsay.....	4	7	35	919	816	740
Listowel.....	9	13	29	691	629	465
London.....	291	305	523	6,545	6,957	4,806
Long Branch.....	70	50	98	5,096	4,950	3,069
Midland.....	16	6	67	1,800	1,534	1,470
Napanee.....	7	5	8	1,052	926	879
Newmarket.....	22	25	12	1,581	1,255	1,136
Niagara Falls.....	32	54	115	3,573	2,982	2,269
North Bay.....	4	6	51	2,701	2,793	1,355
Oakville.....	53	62	130	1,243	1,037	553
Orillia.....	13	13	15	1,638	1,332	997
Oshawa.....	28	25	93	4,949	4,029	3,656
Ottawa.....	782	1,602	1,397	7,851	6,059	5,586
Owen Sound.....	40	15	119	3,463	3,222	2,495
Parry Sound.....	4	1	3	616	483	463
Pembroke.....	67	66	206	2,583	2,397	1,673
Perth.....	20	15	15	897	944	753
Peterborough.....	208	206	70	4,386	3,516	2,875
Pictou.....	15	13	2	877	794	775
Port Arthur.....	90	103	206	4,895	5,106	2,899
Port Colborne.....	10	8	15	1,388	1,115	758
Prescott.....	18	22	11	1,495	1,517	916
Renfrew.....	7	5	22	937	922	725
St. Catharines.....	49	51	120	6,615	6,706	4,203
St. Thomas.....	30	35	66	1,745	1,419	876
Sarnia.....	47	61	68	3,285	2,775	3,004
Sault Ste. Marie.....	161	262	329	3,604	3,006	1,244
Simcoe.....	60	70	7	2,093	1,779	1,342
Sioux Lookout.....	26	9	11	284	305	153
Smiths Falls.....	7	3	5	740	621	537
Stratford.....	18	10	18	1,521	1,569	884
Sturgeon Falls.....	1	2	4	1,412	1,401	957
Sudbury.....	216	440	288	6,498	4,901	2,703
Timmins.....	27	40	135	2,642	2,562	1,358
Toronto.....	1,404	1,107	2,921	60,897	50,427	40,977
Trenton.....	34	28	54	1,260	1,296	952
Walkerton.....	22	33	33	1,087	899	757
Wallaceburg.....	4	6	3	983	1,037	759
Welland.....	9	8	76	3,582	3,121	1,699
Weston.....	146	142	209	3,305	2,769	2,510
Windsor.....	94	93	199	19,501	19,526	9,526
Woodstock.....	4	13	21	1,581	1,656	1,127

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JANUARY 30, 1958**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) January 30, 1958	Previous Month January 2, 1958	Previous Year January 31, 1957	(1) January 30, 1958	Previous Month January 2, 1958	Previous Year January 31, 1957
<b>Manitoba</b> .....	<b>1,110</b>	<b>1,128</b>	<b>2,134</b>	<b>35,630</b>	<b>29,424</b>	<b>25,336</b>
Brandon.....	141	120	184	3,491	2,866	2,214
Dauphin.....	10	6	39	2,288	1,943	1,475
Flin Flon.....	12	12	115	359	300	215
Portage la Prairie.....	31	34	36	1,795	1,478	1,201
The Pas.....	22	55	30	409	328	162
Winnipeg.....	894	901	1,730	27,288	22,509	20,069
<b>Saskatchewan</b> .....	<b>590</b>	<b>574</b>	<b>1,152</b>	<b>26,044</b>	<b>21,862</b>	<b>18,533</b>
Estevan.....	26	35	75	702	537	328
Moose Jaw.....	95	89	222	2,043	1,642	1,593
North Battleford.....	38	26	54	2,217	1,967	1,486
Prince Albert.....	39	35	97	3,148	2,731	2,132
Regina.....	174	171	302	6,381	5,301	4,615
Saskatoon.....	118	116	209	5,503	4,634	4,009
Swift Current.....	30	20	72	1,370	1,089	1,145
Weyburn.....	31	43	45	724	606	463
Yorkton.....	39	39	76	3,956	3,355	2,762
<b>Alberta</b> .....	<b>1,698</b>	<b>1,592</b>	<b>2,669</b>	<b>39,218</b>	<b>32,586</b>	<b>25,778</b>
Blairmore.....	7	2	43	624	583	333
Calgary.....	499	524	992	10,541	8,783	7,609
Drumheller.....	8	4	26	751	521	342
Edmonton.....	823	778	1,152	19,540	16,193	11,342
Edson.....	75	31	156	650	673	317
Lethbridge.....	97	86	125	3,517	2,923	3,091
Medicine Hat.....	148	130	84	1,812	1,386	1,502
Red Deer.....	41	37	91	1,783	1,524	1,242
<b>British Columbia</b> .....	<b>1,023</b>	<b>927</b>	<b>1,835</b>	<b>102,146</b>	<b>95,299</b>	<b>73,720</b>
Chilliwack.....	29	29	51	2,913	2,632	2,605
Courtenay.....	3	4	19	2,527	2,505	1,970
Cranbrook.....	30	11	5	1,733	2,122	1,090
Dawson Creek.....	18	9	26	1,647	1,360	529
Duncan.....	8	11	32	1,930	2,173	1,343
Kamloops.....	12	12	15	2,407	2,163	1,789
Kelowna.....	14	20	15	2,250	2,143	1,895
Kitimat.....	8	12	63	782	651	450
Mission City.....	2	5	26	2,046	1,942	1,908
Nanaimo.....	12	12	26	3,087	3,047	2,194
Nelson.....	24	15	26	1,906	1,729	1,623
New Westminster.....	108	107	119	11,982	12,375	10,142
Penticton.....	26	2	25	2,471	2,192	2,194
Port Alberni.....	14	12	18	2,029	2,205	1,651
Prince George.....	59	49	110	3,200	3,524	2,009
Prince Rupert.....	24	18	41	3,278	2,729	1,437
Princeton.....	.....	.....	4	713	692	677
Trail.....	21	18	1	1,611	1,299	1,234
Vancouver.....	457	418	937	43,941	38,618	29,818
Vernon.....	18	12	10	3,258	2,884	2,547
Victoria.....	108	137	247	5,808	5,740	4,236
Whitehorse.....	28	14	24	627	574	379
<b>Canada</b> .....	<b>14,682</b>	<b>14,720</b>	<b>30,493</b>	<b>844,754</b>	<b>754,640</b>	<b>560,204</b>
Males.....	6,822	7,450	18,117	677,163	607,217	447,210
Females.....	7,860	7,270	12,376	167,591	147,423	112,994

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 1 month.....	56,207	36,059	20,148	4,597	14,297	21,621	10,939	4,753
1958 1 month.....	45,177	27,007	18,170	2,808	11,174	18,008	9,206	3,981

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JANUARY, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	20.7	15,654	91,311	1,998,035
Prince Edward Island.....	5.8	3,542	25,733	505,533
Nova Scotia.....	28.9	19,394	127,248	2,495,571
New Brunswick.....	36.2	20,590	159,133	3,279,763
Quebec.....	202.1	131,563	889,214	18,904,519
Ontario.....	187.7	122,323	825,939	17,994,199
Manitoba.....	28.0	17,337	123,252	2,630,103
Saskatchewan.....	20.2	12,128	88,692	1,947,257
Alberta.....	30.8	18,850	135,399	2,986,854
British Columbia.....	79.4	47,118	349,199	8,017,811
Total, Canada, January 1958.....	639.8	408,499	2,815,120	60,759,645
Total, Canada, December 1957.....	369.0	281,288	1,475,992	31,926,951
Total, Canada, January 1957.....	365.0	295,461	1,605,948	33,439,112

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JANUARY 31, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)								Percentage Postal	January 31, 1957 Total claimants
	Total claimants	2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	834,544	198,641	116,152	272,998	115,814	52,783	27,796	50,360	40.1	545,981
Male.....	678,802	159,423	93,946	233,200	96,871	41,883	20,345	33,134	43.3	444,052
Female.....	155,742	39,218	22,206	39,798	18,943	10,900	7,451	17,226	26.1	101,929
Newfoundland.....	37,114	10,396	6,134	12,789	3,636	1,887	871	1,401	82.0	23,122
Male.....	35,678	10,039	5,924	12,442	3,459	1,778	806	1,230	83.4	22,199
Female.....	1,436	357	210	347	177	109	65	171	49.1	923
Prince Edward Island.....	7,000	888	877	3,970	734	245	115	171	79.1	4,718
Male.....	6,007	730	736	3,515	636	192	82	116	80.9	4,008
Female.....	993	158	141	455	98	53	33	55	70.0	710
Nova Scotia.....	42,090	10,926	6,983	13,182	4,749	2,306	1,415	2,529	59.8	28,914
Male.....	37,296	9,487	6,193	12,139	4,287	2,025	1,171	1,994	61.7	25,577
Female.....	4,794	1,439	790	1,043	462	281	244	535	45.5	3,157
New Brunswick.....	45,702	8,396	5,624	19,144	6,134	2,905	1,250	2,249	70.7	31,570
Male.....	39,862	7,326	4,778	17,314	5,449	2,354	1,005	1,636	72.9	27,069
Female.....	5,840	1,070	846	1,830	685	551	245	613	56.0	4,501
Quebec.....	253,100	57,110	33,215	89,711	36,295	14,464	8,055	14,250	40.8	167,770
Male.....	206,019	45,963	27,128	77,004	30,240	11,282	5,803	8,599	44.5	137,351
Female.....	47,081	11,147	6,087	12,707	6,055	3,182	2,252	5,651	24.8	30,419
Ontario.....	250,180	68,163	34,451	70,860	30,657	15,690	9,823	20,531	25.4	151,652
Male.....	190,385	52,368	26,258	56,507	23,599	11,500	6,908	13,245	26.4	114,269
Female.....	59,795	15,800	8,193	14,353	7,058	4,190	2,915	7,286	22.3	37,383
Manitoba.....	35,272	7,732	5,453	11,474	5,943	1,998	901	1,771	36.2	24,249
Male.....	27,442	5,584	3,965	9,527	5,026	1,895	600	1,451	42.4	18,658
Female.....	7,830	2,148	1,488	1,947	917	403	301	626	14.4	5,591
Saskatchewan.....	25,027	5,106	3,680	8,959	4,323	1,656	504	799	55.1	17,613
Male.....	21,040	4,000	2,957	8,003	3,867	1,390	333	490	59.3	14,641
Female.....	3,987	1,106	723	956	466	266	171	309	33.3	2,972
Alberta.....	41,787	11,167	6,513	11,700	6,947	2,796	1,023	1,641	37.2	26,416
Male.....	35,658	9,367	5,543	10,439	6,105	2,329	712	1,163	39.3	22,551
Female.....	6,129	1,800	970	1,261	842	467	311	478	24.4	3,865
British Columbia.....	97,272	18,752	13,222	31,209	16,396	8,836	3,839	5,018	33.2	69,957
Male.....	79,415	14,559	10,464	26,310	14,203	7,438	2,925	3,516	34.4	57,549
Female.....	17,857	4,193	2,758	4,899	2,193	1,398	914	1,502	27.7	12,408

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
JANUARY, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland .....	13,463	11,525	1,938	18,805	14,149	4,656	5,599
Prince Edward Island.....	2,033	1,773	260	2,825	2,487	338	329
Nova Scotia.....	19,426	15,758	3,668	23,337	20,470	2,867	4,121
New Brunswick.....	17,280	13,849	3,431	21,425	18,308	3,117	3,348
Quebec.....	105,312	79,840	25,472	135,747	120,397	15,350	25,478
Ontario.....	123,622	87,688	35,934	145,380	130,874	14,506	24,874
Manitoba.....	15,905	12,881	3,024	18,351	16,288	2,063	2,886
Saskatchewan.....	10,737	8,916	1,821	13,021	11,199	1,822	2,376
Alberta.....	19,082	14,159	4,923	22,316	19,647	2,669	4,453
British Columbia.....	40,522	31,057	9,465	51,989	45,864	6,125	8,635
Total, Canada, January 1958...	367,382	277,446	89,936	453,226	399,683	53,543	82,079
Total, Canada, December 1957...	499,213	363,908	135,305	409,820	356,338	53,482	167,923
Total, Canada, January 1957...	361,055	289,009	72,046	368,297	325,599	42,698	107,532

\* In addition, revised claims received numbered 52,665.

† In addition, 50,857 revised claims were disposed of. Of these, 4,670 were special requests not granted and 1,373 were appeals by claimants. There were 7,644 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (REVISED)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1957—January.....	3,929,000	3,530,800	398,200
February.....	3,982,000	3,436,000	546,000
March.....	3,987,000	3,414,600	572,400
April.....	3,963,000	3,404,200	558,800
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July.....	3,892,000	3,687,500	204,500
August.....	3,921,000	3,715,200	205,800
September.....	3,925,000	3,716,300	208,700
October.....	3,918,000	3,691,500	226,500
November.....	3,913,000	3,645,000	268,000
December.....	3,967,000	3,563,700	403,300
1958—January*.....	4,261,400	3,517,400	744,000

\* Preliminary.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	126.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1958**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	February 1957	January 1958	February 1958					
(1) St. John's, Nfld.....	108.5	110.2	110.6	107.5	111.3	103.1	108.5	120.6
Halifax.....	118.8	120.7	121.2	115.0	130.9	113.9	124.1	127.2
Saint John.....	122.1	123.5	123.6	116.9	134.7	116.9	121.2	133.1
Montreal.....	120.5	123.8	124.0	123.8	140.9	105.7	118.7	128.1
Ottawa.....	121.6	123.9	124.3	118.7	144.3	111.6	118.3	130.9
Toronto.....	123.4	127.0	127.5	119.6	152.9	112.7	121.1	133.3
Winnipeg.....	118.7	121.9	122.0	119.5	129.6	114.6	116.9	128.3
Saskatoon—Regina.....	117.6	120.3	120.5	117.9	119.8	119.1	122.1	123.3
Edmonton—Calgary.....	117.4	119.9	120.2	116.8	123.0	115.1	120.2	126.3
Vancouver.....	122.5	124.3	124.5	119.6	135.2	111.3	131.0	127.8

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-FEBRUARY 1957 AND 1958†**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Days	Per cent of Estimated Working Time
1958*						
January.....	23†	23	9,364†	9,364†	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
Cumulative Totals.....	42		15,870		233,280	0.12
1957						
January.....	24†	24	7,477†	7,477	52,680	0.05
February.....	17	27	5,797	8,080	49,130	0.05
Cumulative Totals.....	41		13,274		101,810	0.05

\* Preliminary figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS FEBRUARY 1958, INVOLVING 100 OR MORE WORKERS

Employer(s)	Union(s)	Approximate Number of Workers	Date Began(1)	Date Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					February	To Date		
<b>In Progress Prior to February 1958</b>								
<b>FISHING—</b> Fisheries Association of B.C. (Seven firms) Vancouver, B.C.	United Fishermen and Allied Workers Union, No. 44.	700	Oct. 27 1957	.....	16,800	74,550	Prices offered by companies for herring.	.....
<b>MINING—</b> <i>Other—</i> Canadian Gypsum Co., Ltd. Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers, No. 294, C.I.C.	300(2)	Oct. 31 1957	.....	7,200	30,750	Wages; hours; union security and fringe benefits.	.....
<b>MANUFACTURING—</b> <i>Food—</i> Société Coopérative Agricole du Canton de Granby, Granby, Que.	National Catholic Syndicate of the Granby Cooperative Employees, CCCL.	123(3)	Jan. 27	Feb. 23	2,000	2,705	Wages	\$2.50 a week increase with an additional 2 cents an hour in the second year of contract, reduction in weekly hours for certain departments, increased winter hours.
<i>Pulp and Paper—</i> Pulp and Paper Industrial Relations Bureau, (six firms, nine divisions). British Columbia.	International Brotherhood of Pulp, Sulphite and Paper Mill Workers and United Paper Makers and Paper Workers, various locals, AFL-CIO/C.I.C.	5,565	Nov. 14 1957	Feb. 4	8,345	319,985	Wages.	7½% general increase retroactive to June 30, 1957 and a further 2% July 1, 1958; reduced work week and improved vacations.
<i>Electrical Apparatus—</i> Standard Telephones and Cables Mfg. Co., (Canada) L. M. Montreal, Que.	National Federation of Metal Trades, CCCL.	140	Jan. 9	Feb. 12	1,120	3,360	Wages.	7 cent wage increase retroactive to May 1, 1957; 3 cents an hour, May 1, 1958 and 10 cents January 1, 1959; an additional statutory holiday.
<b>CONSTRUCTION—</b> Various Pipeline Contractors, (five contractors and three sub-contractors) Port Arthur, Kapuskasing and Hearst, Ont.	International Hod Carriers' Building and Common Laborers Union, AFL-CIO/C.I.C.	500	Jan. 3	Feb. 5	2,175	28,675	Wages; jurisdictional dispute.	Jurisdictional dispute settled. Wages increased and improved working conditions.

Commencing in February 1958

MINING— <i>Coal</i> — Dominion Coal Co., Ltd., No 26 Colliery, Glaces Bay, N.S. Dominion Coal Co., Ltd., No 16 Colliery, Glaces Bay, N.S.	340	Feb. 20	Feb. 24	680	680	Extra work assignment for chain runner.	Return of workers, further negotiations.
	1,010	Feb. 26	Feb. 28	2,020	2,020	Dispute re work assignment on part walls.	Return of miners pending investigation of the dispute.
MANUFACTURING— <i>Rubber</i> — Polymer Corporation Ltd., Sarnia, Ont.	880	Feb. 7	Feb. 7	850	850	Disciplinary measures in dismissal of one laboratory technician.	Return of workers pending grievance hearing.
<i>Clothing</i> — Association of Millinery Manufacturers, Montreal, Que.	2,000	Feb. 14	Feb. 24	12,000	12,000	Wages and hours.	10% increase effective immediately and a further 3% effective February 15, 1959, and two additional paid statutory holidays.
Toronto Association of Millinery Manufacturers, Toronto, Ont.	325	Feb. 17	Feb. 25	1,950	1,950	Wages; hours; and fringe benefits, conciliation procedures completed.	10% increase immediately, a further 4% February 15, 1959; 2 additional statutory holidays.
<i>Pulp and Paper</i> — Bradshaw Co., Ltd., Toronto, Ont.	150	Feb. 6	.....	2,475	2,475	Seniority; refusal to work overtime as a cause for dismissal, conciliation procedures completed.	.....
<i>Transportation Equipment</i> — Electric Auto Lite Ltd., Point Edward, Ont.	455	Feb. 3	Feb. 5	910	910	Job bidding methods and seniority, conciliation procedures completed.	Return of workers, pending further negotiations.
CONSTRUCTION Ralph M. Parsons Limited, Pulcher Creek, Alta.	400	Feb. 11	Feb. 12	400	400	Disciplinary action against an employee.	Return of workers, pending negotiations.
Perini-McNamara-Quemont Construction Company, Chute des Passes, Que.	700(†)	Feb. 27	.....	1,400	1,400	Disciplinary dismissal of 3 employees and working conditions.	.....

\* These strikes terminated early in March; B.C. Fisheries Association, March 10; Perini-McNamara-Quemont Construction March 3; details will be carried in next month's report.  
(†) 43 indirectly affected; (‡) 12 indirectly affected; (‡) 100 indirectly affected.

## H—Industrial Accidents

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE FOURTH QUARTER OF 1957 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE:—The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....						1		1					2
Struck by.....	7	19		24	11	24	1	9	1		3		99
(a) Tools, machinery, cranes, etc.....		1		2	4	4					2		13
(b) Moving vehicles.....	2	1		4	2	12	1	7			1		30
(c) Other objects.....	5	17		18	5	8		2	1				56
Caught In, On or Between Machinery, Vehicles, etc.....	1			4	2	6	3	3			1		20
Collisions, Derailments, Wrecks, etc.....	9	4	1	6	7	16		21	9		6		79
Falls and Slips.....		2		6	7	16	2	9			6		48
(a) Falls on same level.....						1							1
(b) Falls to different levels.....		2		6	7	15	2	9			6		47
Conflagrations, Temperature Extremes and Explosions.....	2			2	6	3	1	2					16
Inhalation, Absorptions, Asphyxiation, etc.....		1		9	6	4		1			1		22
Electric Current.....	1			3	4	4	4	1					14
Over-exertion and Industrial Diseases.....					2	1	1	2					6
Miscellaneous Accidents.....								1	1	1	2		5
Total, Fourth Quarter—1957	20	26	1	52	44	75	12	50	11	1	19		311
Total, Fourth Quarter—1956	32	53	8	92	51	103	7	59	20	1	8		434

**TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1957**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				1	2	6	2	5	3	1		20
Logging.....			1	3	6	5				11		26
Fishing and Trapping.....										1		1
Mining and Quarrying.....			10	2	3	13	3	5	6	8		52
Manufacturing.....			2		9	22	9			9		44
Construction.....			1	1	20	23	3	4	9	9		75
Electricity, Gas, Water Production and Supply.....						1	4	1	4	1		12
Transportation, Storage and Communications.....			3	1	7	15	1	3	5	12	3	50
Trade.....					5	4		1	1			11
Finance.....						1						1
Service.....					1	13	1		3	1		19
Unclassified.....												
Total.....	2		17	8	54	111	13	19	31	53	3	311*

\* Of this total 237 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 74 were obtained from other non-official sources.

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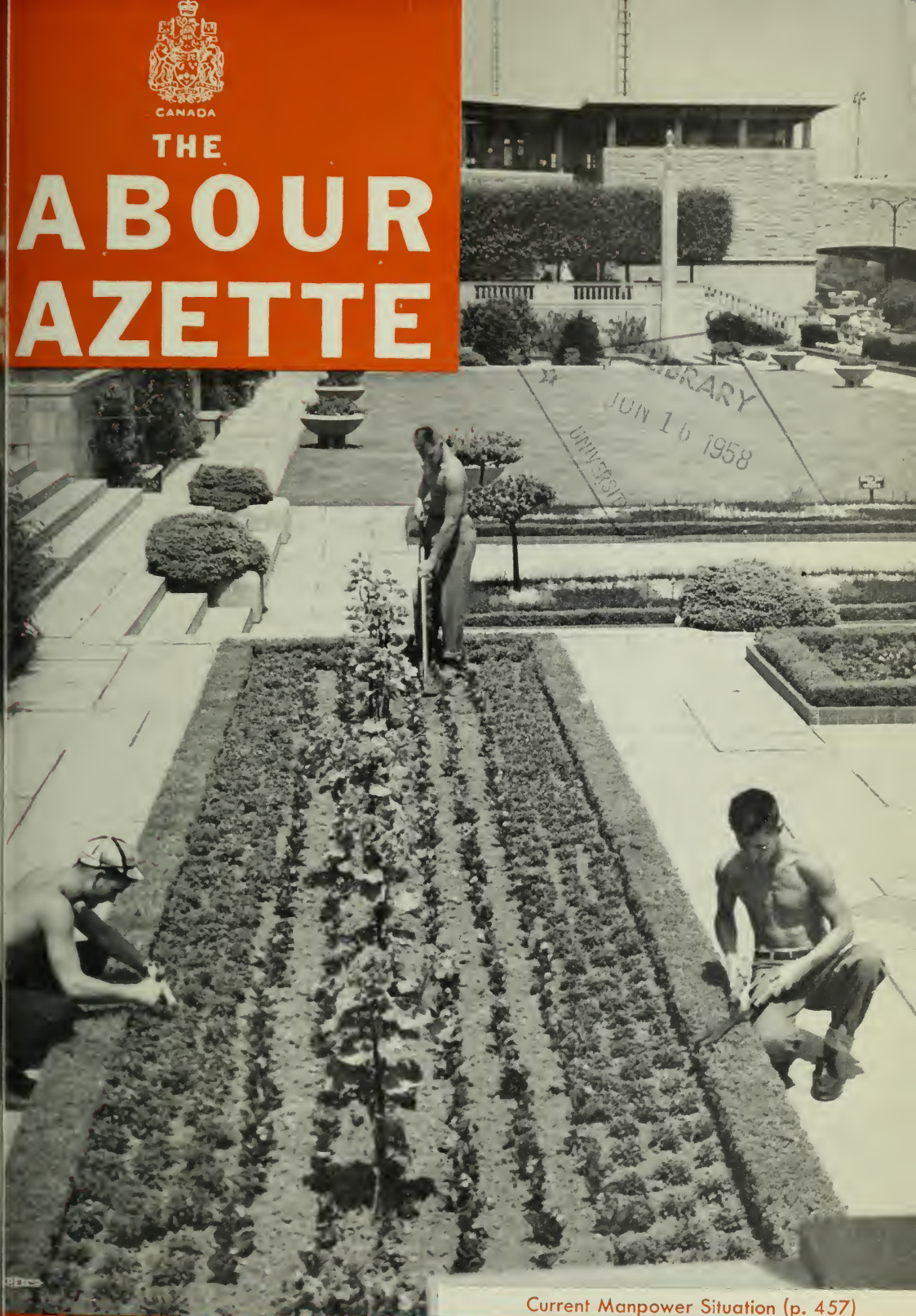




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Current Manpower Situation (p. 457)

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Vol. LVIII, No. 5	CONTENTS	MAY 31, 1958
Current Manpower and Labour Relations Review .....		457
Notes of Current Interest .....		473
U.K. Council on Prices, Productivity and Incomes .....		481
Postwar Price Movements in Canada .....		483
Industrial Fatalities in Canada, 1957 .....		484
Successful Rehabilitation—VI .....		487
Seminar on Rehabilitation .....		489
Psychiatric Nursing .....		490
50 Years Ago This Month .....		491
Teamwork in Industry .....		492
<b>Industrial Relations:</b>		
Certification Proceedings .....		493
Conciliation Proceedings .....		494
<b>Collective Agreements:</b>		
Collective Agreement Act, Quebec .....		504
Industrial Standards Act .....		504
<b>Labour Law:</b>		
Legal Decisions Affecting Labour .....		505
Recent Regulations under Provincial Legislation .....		511
<b>Unemployment Insurance:</b>		
Monthly Report on Operations .....		517
Decisions of Umpire .....		518
Labour Conditions in Federal Government Contracts .....		520
Strikes and Lockouts .....		525
Prices and the Cost of Living .....		526
Publications Recently Received in Department's Library .....		527
Labour Statistics .....		531

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## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

Good weather brought about an early and rapid increase in seasonal work this spring. Most of the additional demand for labour in April came from agriculture and construction. Rehiring was also under way in manufacturing, although many plants were still operating below capacity. Unemployment was still at a record level for this time of year; the decline during the month was about the same, proportionally, as in the past two years.

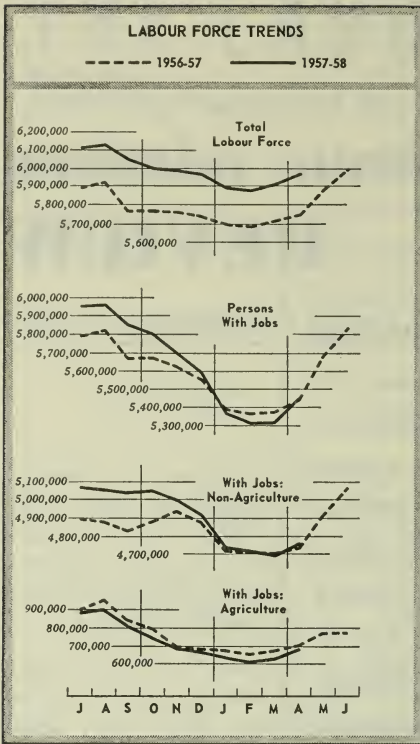
Employment was estimated to be 5,453,000 at mid-April, 136,000 more than a month earlier. This increase is greater than in similar periods in the past five years and almost double the increase between March and April last year. Sharp gains in agriculture, construction, trades and services, and the fact that the seasonal employment decrease in forestry was unusually small this year—employment in this industry was already low—were the main contributing factors.

The number of persons without jobs and seeking work decreased by 74,000 to 516,000 in April. This figure was 8.6 per cent of the labour force; the previous high for April was 6.0 per cent in 1955. During the month there was also a significant drop in short-time and part-time work. The number of persons involuntarily working less than 35 hours a week dropped to 160,000 from 182,000, and the number on temporary layoff fell from 38,000 to 32,000. The labour force increased more than usual, for the second consecutive month. In April the gain from a year earlier was 221,000 or 3.8 per cent, compared with a five-year average of 2.2 per cent. The sustained demand for female workers has been partly responsible for the high rate of increase.

High temperatures and very little rain in the early part of April made possible an early start on spring farm work. By mid-month, employment in agriculture had increased by 84,000 from the February low point, a considerably greater seasonal gain than in most previous years. Even with this sizeable increase, employment in agriculture was still 2 per cent lower than a year before.

The month brought little improvement in forestry. Mid-April estimates indicate a seasonal decline of 10,000 during the month, about one-third of

**A Monthly Labour Gazette Feature**



the usual decline at this time; the decrease was relatively small because many of the workers normally released in April had already been laid off. At 46,000, forestry employment was at its lowest level for the month in a decade. Rehiring for spring operations was under way in the last half of April in Eastern Canada, but summer pulp-cutting programs were reported to be smaller than last year. On the West Coast, logging operations were hampered by uncertainty regarding the outcome of current labour-management negotiations.

Persons working in construction increased from 334,000 to 367,000 during April, about the same amount as in previous years. Employment in this industry fell quite sharply last winter—more sharply than since the winter of 1953-54—and in April was down 4 per cent from a year earlier. As outlined below, however, there is evidence that the seasonal upswing this summer may be at least as large as in previous years.

The trend of manufacturing employment, which declined steadily during the winter months, has shown no marked change this spring. The seasonal gains in March and April were, in fact, slightly smaller than usual. Individual plants in such industries as primary iron and steel, machinery manufacturing, motor vehicles, and pulp and paper products have rehired many of the workers released last year but these improvements have been largely offset by numerous smaller losses elsewhere.

### Women in the Labour Force

One of the more notable labour market developments of the past six months has been the continued growth of female employment in the face of the general downturn in business conditions. In fact, the year-to-year gain of 11,000 in total employment at mid-April results from a decrease of 64,000 in male employment and an increase of 75,000 in female employment.

The strong growth in the number of working women is, in part, the continuation of a long-term trend. For many years, and particularly since the Second World War, an increasing proportion of Canadian women in their late twenties and in their thirties and forties have entered the labour force. This tendency has been augmented from time to time by an inflow of immigrant women, a large proportion of whom join the working force. Partly as a result of these trends, the proportion of women in the labour force has increased from 21.7 per cent to 23.9 per cent in the past decade.

The demand for female workers has not weakened in the first four months of this year, in marked contrast to the demand for males. Employment of male workers was, on the average, 1.9 per cent lower than in the same period last year, while employment of females was 3.9 per cent higher. Changes in the industrial distribution of the labour force are mainly responsible for this phenomenon. In general, employment losses during the past year have been most severe in forestry, construction, fishing, manufacturing and transportation. With the exception of manufacturing, workers in these industries are predominantly male. On the other hand, the trade and service industries, which have a relatively high proportion of females, showed strong gains throughout the winter.

## Construction

During the postwar period the construction industry has experienced a spectacular rate of growth in Canada. In the decade ended 1957, employment in the industry increased by more than 50 per cent and investment in new construction more than trebled. Total wages and salaries paid to construction workers rose to an estimated \$96,000,000 in 1957, representing 7.8 per cent of total labour income, compared with 6.5 per cent ten years before. A rapid increase in employment and in average wages of construction workers contributed to this relative gain.

Almost all sectors of the Canadian economy felt the impact of the flourishing construction industry. The building materials, household appliances,



and machinery and equipment industries recorded sharp gains in production and employment. Utilities showed similar expansion as the building boom exerted strong pressure on demands for electric power, telephone, and water and sanitary services. The transportation industry, too, was aided by the rising tempo of construction activity.

Construction, however, was one of the industries most severely affected by the 1953-54 recession. Between May 1953 and September 1954, construction employment (seasonally adjusted) dropped 9.2 per cent. This was considerably more than the decline in total industrial employment.

The second round of postwar employment expansion in construction, which began in late 1954, featured the most ambitious capital spending program on record. This program placed a heavy strain on supplies of construction materials and labour and resulted in fairly widespread shortages of key materials and skilled workers throughout the summer of 1956. Since then, however, the supply of both men and materials has been ample. In fact, most plants producing building materials are currently operating at less than capacity and manpower supplies have been swelled by a record number of immigrants entering the country last year.

**Current Trends**—Total construction has declined steadily for almost a year but in recent months the employment trend appears to have levelled out. Since the turn of the year, the two major sectors of construction have shown opposing trends. Employment, seasonally adjusted, on highways, bridges and streets increased 6.2 per cent by March, wiping out much of the drop that occurred in the last half of 1957. Seasonally adjusted employment in building and general engineering, on the other hand, continued to decline during the first quarter of 1958 and by March was 6.6 per cent lower than at the beginning of the year.

If the volume of construction planned for the current year is carried out, employment this summer should be at least as high as last year. House-building has increased steadily in recent months and further improvement can be expected in the months ahead. For one thing, \$350,000,000 is being provided by the Government for direct loans. Demand for new housing will be supported by easier down-payment requirements and by last year's record level of immigration. Highway and street construction, also, are expected to play a larger role in this year's construction program and will be a strong support for employment this summer.

In contrast to earlier years, relatively few large construction projects are expected to be begun in 1958. For example, no new projects as large as the St. Lawrence Seaway, the DEW Line or Kitimat are planned. However, there is still a full year's work to be done on jobs like the trans-Canada pipeline, the Chutes des Passes hydro-electric power project and the St. Lawrence Seaway, which will have a stabilizing influence on employment. Although not of the magnitude of the 1955-1956 projects, a number of multi-million dollar jobs are scheduled for this year. In British Columbia alone, six projects, including the Bridge River Power Development and Burnaby Lake Freeway, will total \$130,000,000. Most provinces have power station projects planned for this year. Work is being done on at least three of the large airports and large-scale expressways are being planned for Montreal, Toronto and Ottawa.

# Current Labour Statistics

(Latest available statistics as of May 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	April 19	5,969,000	+ 1.0	+ 3.8
Total persons with jobs.....	April 19	5,453,000	+ 2.6	+ 0.2
At work 35 hours or more.....	April 19	4,797,000	+ 3.6	+53.1
At work less than 35 hours.....	April 19	501,000	- 3.5	-76.9 <sup>(1)</sup>
With jobs but not at work.....	April 19	155,000	- 7.2	+ 9.2
With jobs but on short time.....	April 19	49,000	-25.8	+25.6
With jobs but laid off full week.....	April 19	32,000	-15.8	+28.0
Persons without jobs and seeking work.....	April 19	516,000	-12.6	+68.6
Persons with jobs in agriculture.....	April 19	692,000	+10.9	- 2.0
Persons with jobs in non-agriculture.....	April 19	4,761,000	+ 1.4	+ 0.5
Total paid workers.....	April 19	4,337,000	+ 1.7	+ 1.2
<i>Registered for work, NES (b)</i>				
Atlantic.....	April 17	126,600	- 6.9	+41.6
Quebec.....	April 17	266,900	- 5.4	+42.8
Ontario.....	April 17	227,000	- 9.2	+58.3
Prairie.....	April 17	114,500	- 3.9	+54.1
Pacific.....	April 17	90,400	- 6.3	+75.5
Total, all regions.....	April 17	825,400	- 6.6	+51.3
<i>Claimants for Unemployment Insurance benefit.....</i>				
April 1		859,639	- 1.1	+53.8
Amount of benefit payments.....	March	\$72,382,046	+14.3	+64.0
<i>Industrial employment (1949 = 100).....</i>				
March 1		113.0	- 0.6	- 4.3
Manufacturing employment (1949 = 100).....	March 1	108.3	+ 0.4	- 5.8
<i>Immigration.....</i>				
1st Qtr./58		21,243	—	-66.0(c)
Destined to the labour force.....	1st Qtr./58	10,457	—	-70.7(c)
<i>Conciliation Services</i>				
Number of cases in progress.....	March	793	+ 6.6	—
Number of workers involved.....	March	245,296	+ 8.4	—
<i>Strikes and Lockouts</i>				
No. of days lost.....	April	122,470	—	+116.9(c)
No. of workers involved.....	April	11,964	—	+10.6(c)
No. of strikes.....	April	32	—	0.0(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	March 1	\$69.98	+ 1.1	+ 3.9
Average hourly earnings (mfg.).....	March 1	\$ 1.65	+ 0.6	+ 4.9
Average hours worked per week (mfg.).....	March 1	40.0	+ 0.3	- 2.2
Average weekly earnings (mfg.).....	March 1	\$66.12	+ 0.9	+ 2.6
Consumer price index (av. 1949 = 100).....	April 1	125.2	+ 0.7	+ 3.6
Real weekly earnings (mfg. av. 1949 = 100).....	March 1	127.5	+ 0.3	- 0.6
Total labour income.....\$000,000	February	1,234	+ 0.2	+ 2.4
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	March	268.1	- 0.6	- 5.3
Manufacturing.....	March	263.5	+ 1.4	- 7.9
Durables.....	March	310.4	+ 0.7	-11.3
Non-Durables.....	March	233.5	+ 2.0	- 4.9

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

(b) See inside back cover, April *Labour Gazette*.

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

(1) Good Friday occurred in the survey week.

# Labour-Management Relations

## The Bargaining Scene

THE steady increase in the number of workers bargaining that began earlier this year continued through the past month. Few settlements were reported between April 15 and May 15 in bargaining units involving 1,000 or more workers but many negotiations shifted into the conciliation stage (*see* opposite page). The number of workers affected by conciliation increased from 166,700 to 215,500. On the other hand, the number of workers affected by bargaining negotiations during the same period declined from 104,900 to 70,700; the number of agreements also dropped from 36 to 29.

Large groups of workers are bargaining in the pulp and paper industry. Eighteen major agreements covering over 70,000 workers are under negotiation, most of them still in the early stages. In Ontario and Quebec, 10,000 workers are affected by recently re-opened negotiations in the textile industry. Six large agreements covering 20,000 workers in the mining industry throughout Canada are now open; some have reached conciliation.

The ten major settlements reported between April 15 and May 15 were signed with the B.C. Telephone Company, the Manitoba Telephone System and the Bell Telephone Company of Canada in Ontario and Quebec (traffic employees, plant employees and office employees); the City of Vancouver (outside workers); the de Havilland Aircraft of Canada, Limited in Toronto; various steel plate and tank work companies throughout Canada; the *Association des Marchands détaillants* in Quebec City; and the Goodyear Tire & Rubber Co. of Canada, Limited in Toronto. The largest single group to settle was the Bell Telephone Company of Canada traffic staff; more than 12,000 workers were affected.

Negotiations are in progress for almost all sections of the labour force on the Canadian railways. The past month was marked by a strike of CPR firemen over the removal of firemen from freight and yard engines. Negotiations on the issue were carried on with the assistance of the Prime Minister and members of his Cabinet, both before and during the course of the three-day strike. The settlement reached on May 13 involved, among other things, the retention of certain firemen on seniority lists but the long-term removal of firemen from freight and yard diesel engines by the gradual reduction of this pool through promotion and retirement. The status of other negotiations on the railways is as follows:

<i>Non-operating trades</i>	—CNR } —CPR }	127,000 workers—in conciliation
<i>Firemen</i>	—CNR: 4,300 workers—in conciliation —CPR: 3,100 workers—conciliation requested	
<i>Engineers</i>	—CNR: 1,400 workers—negotiating —CPR: 2,600 workers—negotiating	
<i>Trainmen</i>	—CNR: 12,000 workers—negotiating —CPR: 9,000 workers—negotiating	

In the construction trades, where bargaining usually takes place at this time of year, pressure by the unions for improved vacation allowances and higher wage increases has been the predominant feature. Much of the

## THE BARGAINING SCENE MAY 15, 1958

Bargaining Units of 1,000 or More Employees

April 1, 1958 to June 30, 1958

	Agreements	Workers
<b>In Negotiations and Terminating in Period</b> .....	81	370,450
Bargaining carried over from March .....	37	202,900
Terminating in period April 1-June 30 .....	44	167,550
<b>Settlements Achieved April 15-May 15</b> .....	10	44,400
<b>Major Terms of Settlement</b>		
<i>Wages and Duration</i>		
Less than 2 years' duration .....	6	33,550
2 years' duration .....	4	10,850
5-10 per cent wage increase .....	3	7,600
4-7 cents an hour wage increase .....	2	4,300
40 cents an hour wage increase .....	1	1,000
1-4 dollars per week wage increase .....	2	17,000
No change .....	1	2,000
No information .....	1	12,500
<i>Vacations</i>		
3 weeks after 8 years service .....	1	1,200
<b>Negotiations Continuing at May 15</b> .....	59	289,200
Bargaining in progress .....	29	70,700
Conciliation in progress .....	28	215,500
Arbitration in progress .....	1	1,500
Work stoppage .....	1	1,500
<b>Other Agreements Terminating in Period</b> .....	12	36,850

bargaining was still unresolved at the time of writing, the greater part being in conciliation proceedings. Nine major agreements covering about 18,000 workers are still outstanding in this industry.

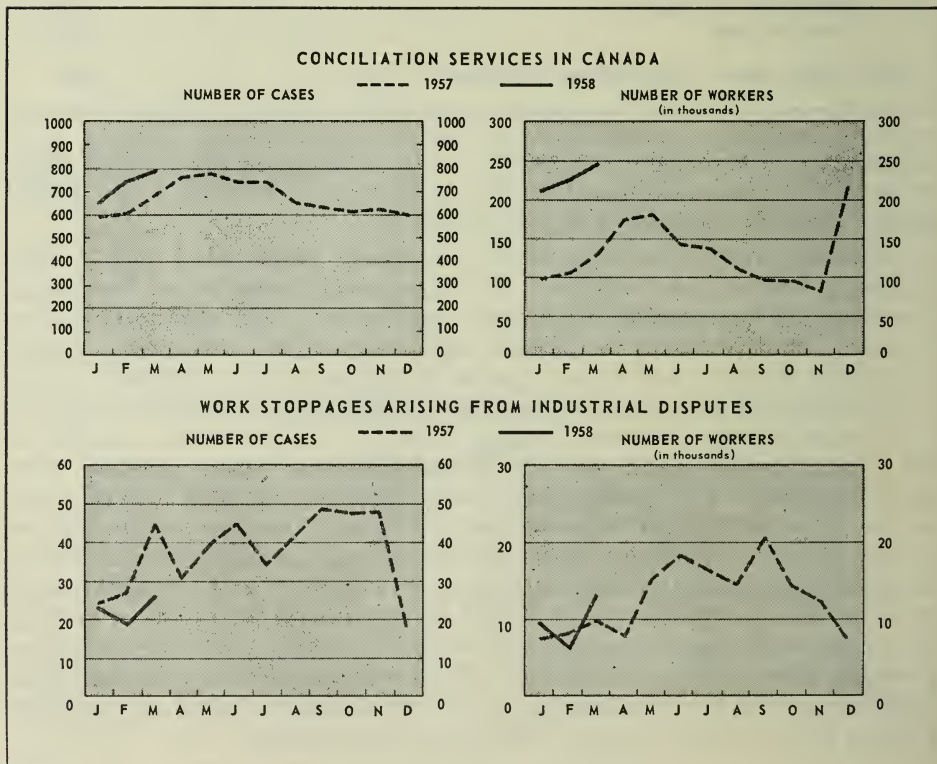
Another area where bargaining traditionally takes place at this time of year is among civic employees. The municipal employees of Vancouver were the only major group to produce a settlement in the past month. The National Union of Public Employees negotiated a 7½-per-cent wage increase for outside workers; subsequent agreements among smaller bargaining units in the same area have been similar. Recent NUPE agreements in this area have provided wage increases ranging from 6 to 15 per cent. Included in the Vancouver agreement were provisions for three weeks vacation after eight years service. Formerly these were granted only after eleven years service. Most of the NUPE agreements in the West Coast regions now include the new provision. In Ontario, most of the union's bargaining is in conciliation; 30 agreements are at this stage of negotiation compared with six at the same time last year. In the Maritimes, NUPE agreements covering units of varying sizes have been signed since the beginning of the year with wage increases averaging between 6 and 12 per cent. Five major agreements, covering 10,000 workers, are still being negotiated by various unions on behalf of municipal workers across Canada. Most of these are in conciliation.

## Increases in Wage Rates, October 1, 1957 to March 31, 1958

A survey of 1,028 establishments indicates that general increases in wage rates for non-office employees occurred in 264 establishments during the six-month period ended March 31, 1958. Increases ranged from 5 to 10 cents in 50 per cent of the 264 establishments, while smaller increases up to 4.9 cents were reported by one third of these establishments.

The survey, which includes representative establishments across Canada in logging, mining, manufacturing, transportation, storage and communication, electric light and power, trade and personal service, is intended to reveal the general changes in wage rates resulting from collective bargaining and otherwise. Some of the increases reported may have resulted from previously negotiated provisions for deferred wage increases or for increases related to changes in the consumer price index. A general wage increase is regarded as one that applies to more than 50 per cent of the employees in an establishment. It should be noted that many firms adjust wage rates, through collective bargaining or otherwise, at times other than in the six-month period under review.

<i>Size of Increase in Cents per Hour</i>	<i>Per Cent of 264 Establishments</i>
Less than 5 cents .....	33
5 cents .....	11
5.1 to 9.9 cents .....	34
10 cents .....	5
10.1 to 14.9 cents .....	8
15 cents and over .....	9
<b>Total .....</b>	<b>100</b>

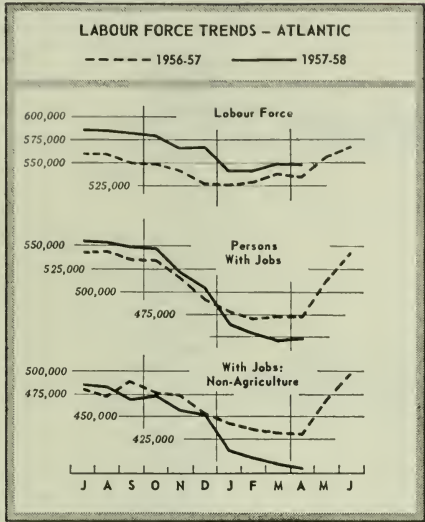




# Manpower Situation in Local Areas

## ATLANTIC

AN UPTURN in employment occurred in the Atlantic region in April as activities expanded in a number of seasonal industries. Moderate employment gains were recorded in agriculture, fishing, fish processing, sawmilling, construction, trucking and coastal shipping. The overall employment gain was fairly small, however, owing to offsetting influences such as seasonal slackening in forestry and reduced job opportunities for long-shoremen in Halifax and Saint John following the opening of navigation on the St. Lawrence. At April 19, the number of persons with jobs was estimated at 448,000, a rise of 3,000 from a month earlier but a drop of 25,000 from a year before.



Apart from seasonal changes, the employment situation showed little improvement during the month. Activities in manufacturing, forestry, transportation and construction were markedly lower than last year, so that total industrial employment showed a year-to-year decline of 6 per cent.

Cutbacks in the production of newsprint accounted for much of the employment decline in manufacturing during the past year. In recent months, demand for newsprint showed further weakening so that employment in the pulp and paper industry is currently about 7 per cent lower than a year ago. The transportation equipment industry also figured largely in the slower pace of manufacturing activity. Since April 1957 this industry recorded a drop in employment of 13 per cent; prospects are somewhat brighter than earlier in the year, however, owing to a recent increase in orders. The Saint John drydock recently received a large refit job which will require about 400 workers, and in New Glasgow work is expected to begin early in May on 700 boxcars for the CNR, requiring an additional 550 workers.

The employment trend in forestry continued downwards during the month and there was little strengthening in the demand for wood products. Most logging companies in the region held heavy inventories of pulpwood and were reported to have postponed further buying until current stocks were liquidated. Lumber sales increased slightly but prices declined.

Employment in transportation was lower this season than last, mainly because of reduced shipments of general cargo. Grain shipments through Maritime ports, however, were slightly larger than last year. Both rail and water transportation recorded sizeable employment declines over a year ago.

Construction employment continued to show a year-to-year decline during April but prospects for the remainder of the year appeared fairly bright. Activity in housebuilding was greater than last year and showed signs of

# CLASSIFICATION OF LABOUR MARKET AREAS—MAY 1, 1958

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
Metropolitan Areas (labour force 75,000 or more)	Calgary Edmonton Hamilton Montreal Quebec-Levis St. John's Vancouver- New Westminster Windsor Winnipeg	Ottawa-Hull → TORONTO		
Major Industrial Areas (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Farnham-Granby Ft. William- Pt. Arthur Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Shawinigan Falls Sherbrooke Sydney Timmins- Kirkland Lake Trois Rivières	→ BRANTFORD → GUELPH Halifax Kingston Kitchener London → OSHAWA → SARNIA → SUDBURY Victoria		
Major Agricultural Areas (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Chatham North Battleford Prince Albert Red Deer Rivière du Loup Thetford-Megantic- St. Georges Yorkton	Barrie Brandon → LETHBRIDGE Moose Jaw Regina Saskatoon		
Minor Areas (labour force 10,000-25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Drummondville Edmundston Fredericton Gaspé Grand Falls Kamloops Kentville Lindsay Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage La Prairie Prince George Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jérôme St. Stephen Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	→ BELLEVILLE- TRENTON Brampton Galt → LACHUTE- STE. THÉRÈSE Listowel → MEDICINE HAT → ST. HYACINTHE → ST. JEAN St. Thomas → SAULT STE. MARIE → SIMCOE Stratford → SWIFT CURRENT Walkerton → WEYBURN → WOODSTOCK- INGERSOLL	→ GODERICH	

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

further improvement. Engineering projects were slow in getting started, but the total volume of engineering work planned for the current year is somewhat larger than in 1957. Some of the larger projects planned for this year include a \$12-million harbour improvement program in St. John's, Nfld., a \$50-million oil refinery and a \$10-million power plant in Saint John, N.B., and a large terminal building for the international airport at Halifax.

During April, unemployment remained markedly higher than last year in all areas in the region. At May 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 1 (5); in substantial surplus, 20 (16).

### Local Area Developments

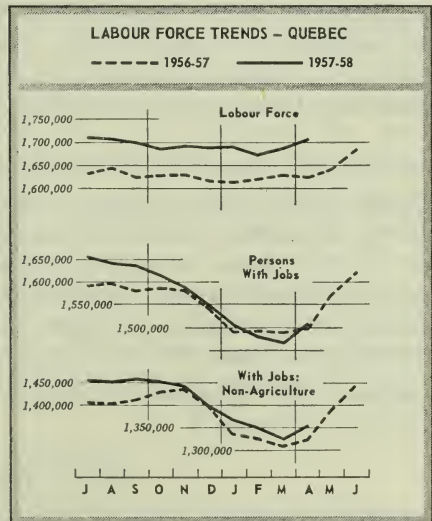
**St. John's** (metropolitan) remained in Group 1. Unemployment declined in this area as the fishing season opened; cod fishing began much earlier than usual and better than average catches were reported. Construction activity increased more slowly than expected, however, as most of the larger projects planned for this year had not started by the end of the month. Some of the larger building projects planned for this area include a new post office, a harbour improvement program and a 120-unit apartment building. Employment prospects in service occupations decreased during the month as a result of the U.S. shift in air personnel, which is expected to affect approximately 1,300 civilians. It was reported, however, that this movement would take place gradually during the next two years so that only about 450 workers are scheduled to be released this year.

## QUEBEC

EMPLOYMENT in the Quebec region increased somewhat more than seasonally in April; activity both in agriculture and the non-agricultural industries began picking up early owing to favourable weather.

At April 19, the number of persons with jobs was estimated at some 1,509,000, an increase of some 43,000 over the previous month and some 11,000 over last year. For the second consecutive month the labour force increased more than seasonally, rising from an estimated 1,687,000 to 1,709,000 during the month. Consequently, the absolute number of persons without jobs and seeking work, though declining seasonally, remained extremely high, forming 11.7 per cent of the labour force, compared with 7.8 per cent at the same time last year.

In most parts of the region, spring plowing was under way and market gardeners were busy. Employment in agriculture, however, was substantially lower than a year ago. With the early opening of navigation on the St. Lawrence, stevedores, longshoremen and seamen were being rehired.



Unemployment among truck drivers began to decline earlier than last year. Dockyards were busy in Montreal, Levis and Sorel as the renewed volume of ocean-going traffic resulted in an increase in repair work.

While activity in the manufacture of aircraft remained low, garages and railway rolling stock plants were busy during the month. Production increases were also recorded in the iron and steel industry, particularly in the manufacture of structural steel, as construction needs rose; on the whole, however, employment in the industry remained lower than last year. In clothing manufacturing, employment declined seasonally and was lower than a year ago. A larger number of layoffs were reported from textile mills throughout the region. Employment rose seasonally in the manufacture of food and beverages and wood products, and more than seasonally in construction, reflecting continuing year-to-year increases in housing starts.

Of the 24 labour market areas in the region, three minor ones were reclassified during the month from the substantial to the moderate labour surplus category. At May 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 21 (18); in moderate surplus, 3 (5); in balance, 0 (1).

### Local Area Developments

**Montreal** (metropolitan) remained in Group 1. Registrations for work at NES offices declined but at a substantially slower rate than usual for the month. Although employment in construction rose seasonally, registrations of unskilled construction workers remained extremely high but, as activity in housebuilding increased, registrations of skilled workers fell. Registrations of office clerks, bookkeepers and typists were twice as numerous as last year, and rose slightly during the month, reflecting a strong increase in female participation in the labour force. Employment in the manufacture of food and beverages, wood and paper products, and iron and steel products rose during the month, the latter in response to the demand created by construction. Other sectors of the iron and steel industry, foundries for example, were still producing at a low level. Employment in the manufacture of clothing fell seasonally during the month.

**Quebec-Levis** (metropolitan) remained in Group 1. Registrations declined during the month but less than seasonally. Layoffs occurred at men's clothing and textiles plants in both Quebec and Levis but employment in other sectors of clothing manufacture remained strong. Activity was brisk in the shipyards. Employment in pulp and paper mills was fairly stable during the month, though some plants were still on short time. Employment rose in construction.

**Lachute, Ste. Thérèse, St. Hyacinthe, St. Jean** (minor) reclassified from Group 1 to Group 2.

## ONTARIO

EMPLOYMENT in Ontario increased substantially during the month, owing in large measure to favourable weather. The number of persons with jobs at April 19 was estimated at 2,052,000, an increase of 42,000 from the previous month and only slightly fewer than last year. For the first time this year, employment in non-agricultural industries was higher than a year earlier and accounted for most of the increase in total employment. The number of persons without jobs and seeking work declined by 29,000 during the month but

at 121,000 (5.6 per cent of the labour force) was still considerably higher than a year ago.

The employment gain in April was mainly due to increased construction activity. The number of houses started during the first three months of 1958 was more than double last year's figure and preliminary figures for April show a further substantial increase. The accelerating effect of increased construction on other industries appears to be limited so far to iron and steel and some of its products and, to a lesser degree, to the transportation and wood products industries. Increased output of structural steel, sheet metal and heavy machinery resulted in a noticeable

reduction in the number of unemployed metalworkers. The opening of lake shipping and the rise in economic activity generally accounted for increased employment in transportation. Employment in the farm implements industry remained stable.

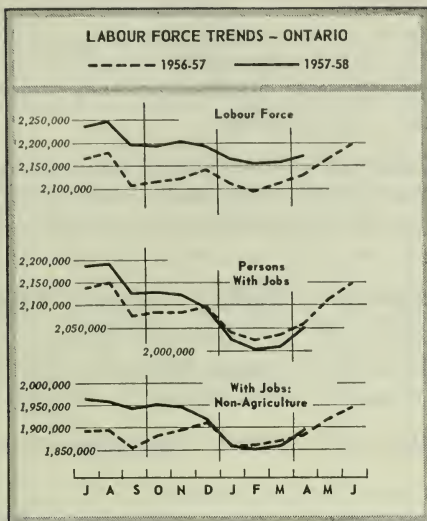
Production of motor vehicles increased by about 10 per cent during the month but remained some 20 per cent lower in volume than a year earlier. Most of the increase occurred in Oshawa; at the Ford and Chrysler plants in Windsor nearly 800 automobile workers were laid off indefinitely during the month. While production and sales of Canadian-made motor vehicles showed a considerable year-to-year drop in each of the first three months of this year, sales of European cars continued to increase and in March made substantial gains from a year earlier. As a result, total motor vehicle sales in the first quarter of 1958 were only about 4 per cent lower than in the same period last year.

Employment in most other industries showed little change during the month. Preparations for log drives and the gradual re-opening of sawmills brought some new demand for forestry workers and lumbermen but employment in these occupations remained less than that of last year.

Nine of the 34 labour market areas in the region were reclassified during the month, all but one from the substantial to the moderate labour surplus category. At May 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 12 (2); in moderate surplus, 21 (22); in balance, 1 (10).

### Local Area Developments

**Metropolitan Areas** of which the classification remained unchanged: *Hamilton* (Group 1)—Unemployment declined noticeably because of increased residential construction and a pickup in parts of the iron and steel industry. Agricultural implements showed a further slight improvement. *Ottawa-Hull* (Group 2)—A rise in both residential and institutional construction resulted in a considerable increase in economic activity during the month. Most industries increased their demand for labour. Hirings of forestry workers were reported in preparation for the log drive and some sawmills resumed operations. The demand



for farm workers exceeded the available supply. *Windsor* (Group 1)—Unemployment remained high despite a slight increase in construction employment. About 800 automobile workers were laid off indefinitely during the month. Considerable layoffs also took place in the automotive accessories and iron and steel industries.

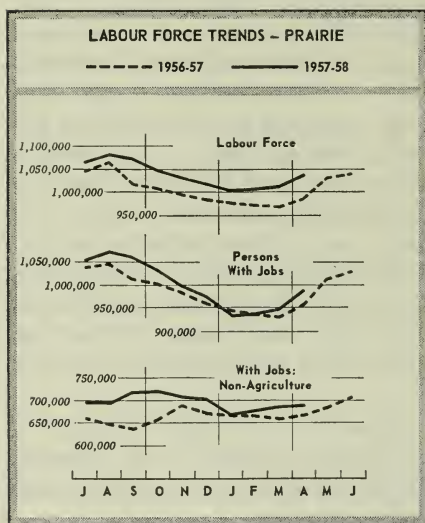
**Toronto** (metropolitan) reclassified from Group 1 to Group 2—Unemployment decreased gradually during the month, mainly owing to new construction activity. Manufacturing in general showed some improvement and new hirings were reported in parts of the iron and steel industry.

**Brantford, Guelph, Oshawa, Sarnia, Sudbury** (major industrial) reclassified from Group 1 to Group 2.

**Belleville-Trenton, Sault Ste. Marie, Simcoe, Woodstock-Ingersoll** (minor) reclassified from Group 1 to Group 2.

**Goderich** (minor) reclassified from Group 2 to Group 3.

## PRAIRIE



EMPLOYMENT increased markedly in the Prairie region during April. At April 19, persons with jobs were estimated at 987,000, an increase of 41,000 from the month earlier and of some 30,000 from a year before. Despite the sharp gain in employment, unemployment declined no faster than usual and remained substantially higher than in the same period last year. Unemployment, however, was relatively lower than in other regions in Canada.

About 90 per cent of the increase in employment was in agriculture, which got under way early this year. In southern districts farm activities started to pick up in the second half of March and rose sharply in April, although bliz-

zards late in the month retarded farm operations.

Construction was responsible for most of the increase in non-agricultural employment and accounted for almost 60 per cent of the total decrease in the number registered at NES offices. Residential construction continued to rise sharply but industrial construction got under way rather slowly this year. However, several large contracts have been awarded recently, including a 250-mile trunk pipeline in Saskatchewan, and additional pumping stations and 82 miles of pipeline in Alberta. Transportation employment was adversely affected by traffic restrictions in the region during early April but picked up considerably towards the end of the month as a result of the opening of the navigation season, increased rail traffic and the lifting of restrictions on main highways. Total manufacturing employment showed a seasonal increase during the month; gains in Manitoba and Saskatchewan more than offset losses in Alberta.

During the first quarter of this year, the trade, finance, and service industries have been the main support to total employment; the increase in these three industries from a year earlier was about 3 per cent. Construction employment in the region was down about 6 per cent from last year and, owing to smaller grain and coal shipments, employment in transportation showed a year-to-year decrease of 5 per cent. Corresponding decreases in railway maintenance as well as reduced production of building materials and iron and steel products resulted in a 3-per-cent drop from a year before in manufacturing employment.

Four of the 20 labour market areas were reclassified during the month from the substantial to the moderate surplus category. At May 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 12 (0); in moderate surplus, 8 (15); in balance, 0 (5).

### Local Area Developments

**Calgary** (metropolitan) remained in Group 1. Unemployment showed a moderate decrease which might have been greater had not many construction workers, attracted by reports of large construction projects, entered the area. Weather conditions hampered the resumption of outdoor activities and, because of poor road conditions, a number of oilfield workers were laid off.

**Edmonton** (metropolitan) remained in Group 1. Unemployment rose slightly in the area as road bans caused the usual spring layoffs. Plants manufacturing work clothing laid off a number of workers. One large firm in this industry, which usually employs about 800 workers, is operating at 50 per cent capacity. High inventories in iron and steel plants delayed the rehiring of workers laid off temporarily.

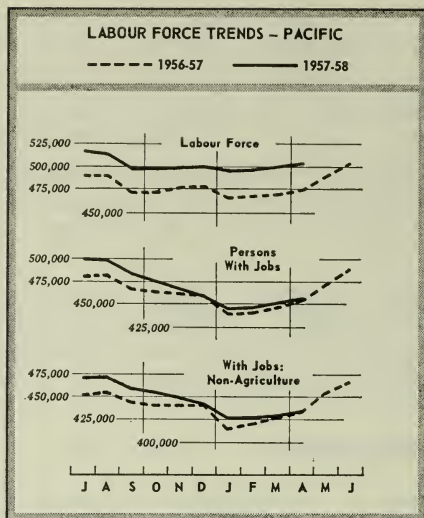
**Winnipeg** (metropolitan) remained in Group 1. Winnipeg showed the largest decrease in unemployment. The decline was widespread, construction being the main contributing factor.

**Fort William-Port Arthur** (major industrial) remained in Group 1. Unemployment reached a peak and began to decline during the period. With the opening of the navigation season several hundred men returned to work in the waterfront industries. There was an increase in bush operations as driving got under way.

### PACIFIC

THE seasonal upswing in economic activity has been slow this year in the Pacific region. In mid-April, workers with non-farm jobs numbered about 433,000, a rise of only 6,000 from the low point in February; in the past three years the seasonal rise, mostly in the logging and construction industries, resulted in an employment increase of 14,000 to 18,000. The lag in non-farm industries this spring was only partially offset by an early start in agricultural work.

The decline in unemployment has also been slower than usual this spring. From the beginning of the seasonal downturn in early February until the end of April, registrations at NES offices in the region declined by 14 per cent. The drop in the same period of the past three years varied from 29 to 37 per cent. At mid-month, registrations were 75 per cent higher than a year before; male workers accounted for four-fifths of the increase.



Industrial disputes were one of several influences delaying the seasonal recovery. In April a strike of construction workers against the Heavy Construction Association held up or delayed the start of projects employing an estimated 10,000 workers. The strike was settled at the end of the month, at which time another dispute was in progress involving plumbers, pipefitters and steamfitters.

Negotiations on a new work contract in the logging and lumbering industry had reached the stage of government conciliation at the month's end. Inventories of logs in the water were substantial and companies were reluctant to increase the amount for fear of damage

in the advent of a strike. As a result, logging employment in March was more than 20 per cent lower than last year, although lumber production in the first two months was up 17 per cent. Construction employment was down by about 20 per cent despite the fact that the number of residential units started was more than double the comparable 1957 total.

No strengthening was evident in the market demand for metals; employment in March was 6 per cent lower than a year earlier, and further layoffs have been reported since then. Activity was also reduced in the manufacturing industries associated with construction, logging and mining, particularly the iron and steel group. Shipyards have been adversely affected by the gradual completion of defence work and the general slackening in economic activity.

As in other regions, the demand for workers in transportation, communications, finance, trade and service has held up well. Employment in most of these industries is considerably higher than last year.

Declines in unemployment were recorded in all areas except Prince George, where, as usual, spring weather brought the logging and lumbering industry to a halt. In all areas the number registered at NES offices was substantially greater than last year.

At May 1, the classification of the ten labour market areas in the region was as follows (last year's figures in brackets): in substantial surplus, 9 (3); in moderate surplus, 1 (7).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan) remained in Group 1. There was a further rise in job vacancies and a drop of 10 per cent in NES registration. The strike of construction workers affected at least 3,000 workers in the area; most of them expected to be recalled this month.

**Victoria** (major industrial) remained in Group 2. NES registrations, which have been proportionately lower than in other centres throughout the winter and spring months, declined by about 13 per cent in April. One large construction job was held up by strike action but employment on most other projects rose steadily. Logging and lumbering employment also increased, though less sharply than usual.



## NOTES OF CURRENT INTEREST

### **M. M. Maclean, Assistant Deputy Minister, Retires**

A leading participant in the drafting of the Industrial Relations and Disputes Investigation Act of 1948, Director of the federal conciliation services for 14 years, and for 50 years an effective contributor to the growth and prestige of the Canadian labour movement, Murdoch MacKay Maclean, CBE, since 1951 an Assistant Deputy Minister of the Department of Labour, retired from active duty on April 30.

For 12 years Mr. Maclean was also Chief Executive Officer of the Canada Labour Relations Board.

Mr. Maclean came to the Department on August 1, 1942 in answer to the second invitation to do so. He declined the first invitation, in 1918, preferring to remain as Secretary-Treasurer of the Canadian Brotherhood of Railway Employees, which he had helped found 10 years earlier.

When Mr. Maclean entered the Government service it was to head the newly organized Industrial Relations Branch.

During his career with the Government Mr. Maclean also served on the Unemployment Insurance Advisory Committee, the National Film Board, the Industrial Production Co-operation Board that functioned during World War II, and the Investment Committee under the Unemployment Insurance Act.

On the eve of Mr. Maclean's retirement, Hon. Michael Starr, Minister of Labour, speaking at the Canadian Labour Congress Convention in Winnipeg, said;

"As many of you know, Gordon G. Cushing (former Executive Vice President of the CLC) replaces M. M. Maclean, who is now retiring after many years of conspicuous service. His service stands as a

tribute not only to himself but to you, in organized labour, from whose ranks he came.

"I would like to say at this point that Mr. Maclean has made a contribution to the Department of Labour that it would be difficult to overemphasize. He came to the Department at a time when unions were just beginning to reach towards their present status; he worked through the difficult years of the war and through the challenging years of formulating Canadian labour relations legislation.

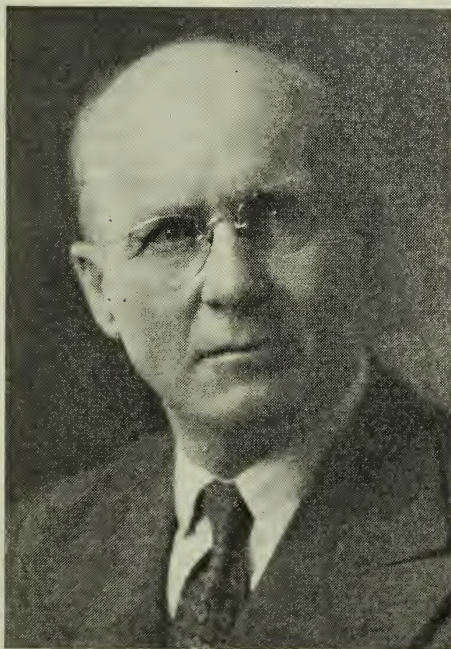
"This audience will be mindful of his important contribution to the founding of the Canadian Brotherhood of Railway Employees, through the years of the All-Canadian Congress of Labour and the founding years of the Canadian Congress of Labour. In so doing, he has made a contribution in a large sense to Canada itself that will long be felt."

Deputy Minister Arthur H. Brown said:

"We will miss the benefit of the long experience, judgment and sure knowledge of one who grew up in the labour movement and with the labour movement. But what was equally important, his integrity of outlook could never

be questioned by Labour or Management. While he contributed greatly to the development of one of Canada's greatest labour unions, I think that his work in the field of labour-management relations will be judged his greatest contribution to the broad social progress of this country."

Mr. Maclean was made a Commander (Civil) of the Order of the British Empire in 1946, in recognition of his wartime service to Canada.



Born in 1887 in Lansdowne, Pictou County, N.S., he was the son of a pioneer family that arrived in the province in 1800. His first job was as a pantry boy on the old Intercolonial Railway. By 1907 he had become a dining car conductor and the next year he was elected by his Division to attend a meeting of the International Brotherhood of Railway Employees on the Intercolonial Railway. At this meeting, he and other delegates came to the decision to break with the international union and form the Canadian Brotherhood of Railway Employees and Other Transport Workers. He became the first Secretary-Treasurer of the new union, while a fellow delegate, A. R. Mosher, became President. These two men have had an unbroken record of membership in the Brotherhood from its founding to the present day. Mr. Maclean was re-elected Secretary-Treasurer of the Brotherhood at every convention until his retirement from office in 1942, and was opposed only once.

Later the Brotherhood's monthly magazine, under the editorship of Mr. Maclean, promoted the idea of a national union centre for all industrial unions, an idea which led to the formation in 1927 of the All-Canadian Congress of Labour, later the Canadian Congress of Labour. He was elected a member of the executive of the new Congress in 1927 and helped to draft its constitution.

## **Unemployment in U.S. Shows Slight Decline**

At mid-April there were 5,120,000 unemployed persons in the United States, 78,000 fewer than at mid-March, Secretary of Commerce Sinclair Weeks announced at the end of the month.

Employment, continuing a seasonal rise, increased 596,000 to 62,907,000, the Secretary also announced, adding that the rise in employment does not correspond to the drop in unemployment because of a seasonal in the labour force.

The April unemployment rate, seasonally adjusted, stood at a postwar high of 7.5 per cent of the labour force. In March the percentage was 7, while in April 1957 it was 4 per cent.

The 78,000 drop in unemployment was considerably below the 200,000 drop recorded in April of each of the four previous years.

The recent unemployment increases resulted in changes in the classifications of 56 of the 149 major areas in March. All changes were to categories indicating higher unemployment.

At almost the same time as the Commerce Department's announcement, a

special study group from the Rockefeller Brothers Fund advanced a six-point program in connection with the unemployment situation. The report urges:

1. Vigorous business action, including introduction of new products, aggressive selling and the offering of better values.

2. An immediate federal tax reduction—called the most effective short-time stimulant.

3. Acceleration of the federal public works program with emphasis on projects that can be started quickly, and finished within 12 to 18 months.

4. Further moves by the Federal Reserve Board to increase the supply of money and credit.

5. Temporary federal supplements to unemployment compensation.

6. Establishment of a top-level economic council, roughly similar to the National Security Council.

Earlier in the month, President Eisenhower signed an emergency housing bill aimed at putting a substantial number of unemployed back to work. The bill authorizes federal purchase of \$1,550,000,000 in new home mortgages and also provides for additional federal loans of \$300,000,000 on veterans' housing, for federal purchase of Veterans' Administration mortgages and for lower down payments on houses financed by loans insured by the Federal Housing Administration.

The unemployment in the United States steel and automobile industries has caused an unexpectedly heavy drain on the supplementary unemployment benefit funds in those industries, it was reported by A. H. Raskin in the *New York Times*. He says \$25 million has been paid from the funds to unemployed steel and auto workers.

## **Unemployment Rising In United Kingdom**

Unemployment in Britain rose 29,000 between mid-January and mid-February, according to statistics released by the Ministry of Labour. The number of unemployed reached 424,547 by mid-February.

The number of unfilled vacancies at mid-February, 208,942, was 11,105 below the previous month and 30,086 fewer than a year earlier.

During January civil employment in Britain fell 35,000 to 23,096,000. Largest reductions were in transportation, building and contracting, food, drink, and tobacco. Increases occurred in professional services, coal mining, vehicles and clothing.

## **February Labour Income Up from Month Earlier**

Canadian labour income in February was estimated by the Dominion Bureau of Statistics at \$1,234 million, up from the revised January total of \$1,231 million, it was announced last month.

The total for February 1957 was \$1,205 million.

Compared with a year earlier, labour income was higher in construction, the distributive trades and finance and services, and lower in the primary industries and in manufacturing.

## **Some Localities Report Skilled Labour Shortages**

Stenographers and typists, nurses, power machine operators, civil engineers and skilled boot and shoe workers are in demand in some centres in Canada, according to monthly summaries of employment conditions prepared by regional offices of the National Employment Service.

Stenographers are in short supply in all parts of Quebec province and both stenographers and typists in the Atlantic Region.

Demand has increased in the Quebec Region for civil engineers, although it still is not as heavy as at this time last year.

Hospitals in Montreal and Sherbrooke are still seeking nurses, and boot and shoe factories in the Montreal area are finding it difficult to obtain skilled workers such as cutters and fancy stitchers.

Power machine operators are in steady demand in Calgary and the supply of qualified applicants is small.

### **Employment Upsurges**

Recent upsurges in employment occurred in Fort William, where a transportation equipment plant recalled 1,400 workers; in Northern Manitoba, where construction activity has increased and railway and road building is again under way; in Alberta, where federal works projects in national parks gave employment to several hundred men; and in Manitoba, where the introduction of the 40-hour week in provincial government institutions has resulted in increased hirings.

On the West Coast, however, there was still an overabundance of skilled manufacturing workers, labourers, seamen and shipyard workers. One shipyard predicted the layoff later this year of nearly 500 men if additional contracts did not arrive soon.

Several regions report increased placements of handicapped workers.

The Atlantic Region reports "an unfortunately large number of secondary school drop-outs". Even graduates with marks in the top 20 per cent must accept "bottom-of-the-ladder" jobs.

## **"Buy Canadian" Drive Launched by CMA**

Aimed at fuller employment of Canadians, an intensified "Buy Canadian" drive has been launched by the Canadian Manufacturers' Association.

The CMA has advocated such a policy for the past 60 years. The decision to intensify the program resulted from urgings by CMA members and industries across the country.



A special symbol has been designed for nation-wide use in promoting the drive. It is a green maple leaf on which is superimposed the word, "Buy Canadian". CMA members have been asked to include the symbol in their advertising and mark

it on their products.

In addition, they have been urged to buy Canadian materials, components, equipment and supplies for their manufacturing operations.

### **Two Compelling Arguments**

There are two compelling arguments in favour of buying Canadian-made goods in preference to foreign-made articles, said Harold V. Lush, CMA President, in an address to the Peterborough Branch of the Association last month.

The first argument, he said, is the short-term consideration that a preference by the consumer for domestic products is "one of the most potent weapons in combatting unemployment, such as we have experienced this past winter".

The second and long-term argument for "buying Canadian," Mr. Lush said, was that "Canada's independence, economic prosperity and global stature are inevitably bound up with the continuing expansion of that segment of our economy which offers the greatest number of jobs and the greatest potential in productive employment for Canada's working population—the manufacturing industry".

The number of persons with jobs in agriculture in Canada has been declining for almost 30 years.

## **Three Provinces Report Details of Health Plans**

Details of the health plans soon to be put into effect in Alberta, Manitoba and New Brunswick have been made public.

In Alberta, the plan covers residents for all ordinary and necessary hospital care at the ward level, and is scheduled to go into effect July 1. The Alberta Government will pay each hospital a *per diem* rate for each patient-day, calculated to pay the hospital's operating costs. The plan will be financed by the provincial government from its own general revenues, from the federal Government grant and from a new provincial tax levied against municipalities equal to 3 mills on their equalized assessments.

The Alberta plan is unique in that, unlike all the other present and contemplated provincial plans, it involves neither a direct personal premium nor a sales tax.

Manitoba expects to put its plan into effect on July 2. The plan will cost Manitobans \$2.05 a month for single persons, and \$4.10 for families regardless of the number of dependents. It will provide public ward accommodation with no ceiling on the length of stay of a patient.

The Manitoba plan will cost an estimated \$27 million a year, of which the federal Government will pay \$12.5 million. Manitobans who leave the province, and estates of those who die, will be entitled to refunds.

New Brunswick's plan during its first year of operation will cost \$17.2 million, and is slated to start January 1, 1959. Of this amount, the federal Government will provide about \$8.5 million.

The provincial share will be raised by personal premiums based to a large extent on a payroll deduction scheme. The province will not resort to a sales tax to obtain its share.

## **Tailor Health Insurance To Help Older Workers**

Seven principal methods are being used by United States insurance companies to solve the problem involved in paying for medical care for older workers and those who have retired.

This conclusion was apparent in a study of the matter made by J. F. Follmann, Jr., Director of Information and Research, Health Insurance Association of America.

Mr. Follmann notes that the ability to pay for medical care becomes more acute for those beyond age 65 because not only

do costs often increase but income often decreases at the same time.

However, U.S. insurance companies are working to reduce the burden imposed on these people through the following provisions, when writing insurance:

Continuation of group insurance on older workers; continuation of group insurance on retired workers and their dependents; continuation on an individual policy basis of coverage originally provided by group insurance; new issuance of group insurance at advanced ages; continuation of individual policy basis of coverage originally provided by group insurance; new issuance of group insurance at advanced ages; continuation of individual insurance previously purchased; new issuance of individual insurance at advanced ages; issuance of individual insurance which becomes paid up at age 65.

"All present indications," says Mr. Follmann, "are that the seven methods developed by the insurance companies, coupled with other types of insuring mechanisms, should assure that in future years an ever-increasing percentage of the growing aged population will have adequate protection against the costs of medical care."

## **U.S. Rackets Committee Issues Interim Report**

The United States Senate Select Committee on Improper Activities in Labour or Management Field (the McClellan Committee) has issued an interim report on its first year of operations.

Its main findings were:

—There has been a significant lack of democratic procedures in the unions studied.

—The international unions surveyed . . . have flagrantly abused their power to place local unions under trusteeship . . .

Certain managements have engaged in collusion with unions.

—There has been widespread misuse of funds . . . financial safeguards have been woefully lacking.

—Violence in labour-management disputes . . . still exists to an extent where it may justifiably be labelled a crime against the community.

—Certain managements and their agents have engaged in a number of illegal and improper activities.

—The weapon of organizational picketing has been abused and used as a device to extort funds from managements.

—Gangsters and hoodlums have successfully infiltrated some labour unions, sometimes at high levels.

—An extensive “no man’s land” in labour-management relations has been uncovered . . . some employers have had no access to either the National Labor Relations Board or any comparable state agency.

—Law enforcement officers have been lax in investigating and prosecuting acts of violence.

—Members of the legal profession have played a dubious role in their relationships with officials of some unions.

To correct the situations outlined in its report, the Committee recommended to Congress the enactment of legislation that will:

—Insure union democracy.

—Regulate and control union funds.

—Regulate and control all pensions, health and welfare funds covering employees.

—Curb activities of middlemen in labour-management disputes.

—Clarify the “no man’s land” in labour-management relations. (This involves problems of local business and labour that the National Labor Relations Board refuses to handle and that state boards in many cases are forbidden to handle because the business is of an interstate nature.)

### **Steelworkers Will Seek Increase in Wage Rates**

Laws to compel industry to justify price increases, and strengthening of the Combines Investigation Act were called for, and a decision to seek higher wages was made by the national policy conference of the United Steelworkers of America at Winnipeg last month.

The 200 delegates, meeting immediately prior to the CLC biennial convention, also demanded company-wide bargaining, and declaration that the steel industry was of national importance.

Another demand was that, in provinces where the national hospital scheme is to be financed in whole or in part by premiums or other direct charges, the cost to workers should be borne by the employer.

The resolution dealing with prices charged that industry’s present prices “bear little relation to costs of production” and claimed that workers are getting “less and less of the final price of the products sold” while the cost of living and unemployment continue to rise.

The Steelworkers felt that industry should be “compelled to justify price increases, in the same way as labour must justify wage increases before conciliation boards, by submission of all relevant facts to public price boards”.

The Combines Investigation Act should be strengthened to make it “distinctly unprofitable to engage in pricing practices detrimental to the public welfare,” the union said.

In passing the resolution urging negotiating committees to press for higher wages, the national policy committee declared that higher wages would help the Canadian economy and contribute towards relieving unemployment.

The conference’s wage-increase resolution urged that the “close relationship between Canadian and U.S. price policies” be taken into account. “Canadian wages can be at least equal to those in the United States,” it declared.

Other things the Steelworkers will demand this year include a 30-hour, five-day week, and longer vacations.

### **Oil Workers Demanding Pay Increase This Year**

Canadian locals of the Oil, Chemical and Atomic Workers International Union (AFL-CIO-CLC) will seek an 8-per-cent wage increase in this year’s bargaining.

This was decided at a conference in Winnipeg last month held prior to the CLC’s biennial convention.

The Oil Workers will also seek improvements in shift differentials, paid vacations and overtime rates.

The Union has about 8,000 members in 36 locals in Canada.

### **Issue New Monographs In “Occupations” Series**

Two more occupational monographs, *Medical Laboratory Technologist* and *Mining Occupations*, have been released.

*Medical Laboratory Technologist* is a new title but *Mining Occupations* is a revision of an earlier monograph in the “Canadian Occupations” series. The two booklets, together with the other monographs in the whole series covering more than 40 occupations, were prepared by the Department’s Economics and Research Branch.

The series was designed to meet a demand for current information on Canadian occupations from parents, youth, vocational guidance counsellors, employment service officers, immigrants, federal and provincial officials, and from commonwealth and foreign governments and organizations.

All titles in the series are available from the Queen’s Printer, who will supply a price list upon request.

## **Wages Rise 5½ Per Cent, Prices 4½ in U.K. in 1957**

During 1957, the level of full-time weekly rates of wages in the United Kingdom rose by 5½ per cent, slightly less than the 1956 increase of 6 per cent.

Retail prices rose by 4½ per cent, compared with 3 per cent in 1956. About 434,000 employees had their normal hours of work reduced by an average of 2.3 hours per week.

Principal services and industries in which hours of work reductions occurred were: Post office, from 48 to 46 or 44 depending on grade; health services, from 48 to 46; heavy steel industry, from 44 to 42; biscuit makers, 45 to 44.

The 4½-per-cent rise during 1957 in the average level of retail prices compares with a rise of about 3 per cent during 1956, about 6 per cent in 1955 and 4 per cent in 1954.

## **Most 1957 Wage Boosts At Least 11 Cents in U.S.**

Wage increases of at least 11 cents an hour were obtained by about three out of every five workers affected by major contracts in the United States in 1957, compared with two out of every five in 1956, according to a survey made by the U.S. Bureau of Labor Statistics.

The wage increases included deferred increases, cost-of-living increases, and gains made in current negotiations. The "major contracts" were defined as those affecting 1,000 or more workers.

These contracts covered some 7,600,000 workers in 1957, and about 4,900,000 of these employees received increases in 1957 under long-term contracts concluded in earlier years. The rest of the increases were negotiated during the year.

The most common increase obtained in 1957 amounted to 15 but less than 17 cents an hour, and applied to nearly three out of every 10 workers. In 1956 the most common average increase was 9 but less than 11 cents.

The larger increases in 1957, the Bureau explained, were mainly due to cost-of-living increases that went into effect for the first time in a number of important contracts, particularly the meatpacking, basic steel, aluminium, and railroad agreements.

On the other hand, counting only increases actually negotiated during the year, the commonest increase, which averaged 9 but less than 11 cents an hour, was obtained by 44 per cent of the workers in 1956 but by only 21 per cent in 1957. The proportion of workers who received negotiated increases

of 9 cents or more negotiated during the year fell from nearly 80 per cent in 1956 to about 60 per cent in 1957.

At the same time, the proportion of workers who received an average increase of 15 cents an hour or more reached 21 per cent in 1957, compared with 12 per cent in 1956.

## **Office Salaries Increased 26 Per Cent in 5 Years**

Salaries of supervisors and office employees in Canada rose an average of 26.3 per cent during the period 1951-55, according to figures published by the Dominion Bureau of Statistics.

The smallest increase was in New Brunswick, where average yearly earnings rose from \$2,756 to \$3,125, an increase of \$369; the largest in British Columbia, where the average salary increased from \$3,174 to \$4,079, a rise of \$905 during the period.

The National Office Management Association recently announced the findings of its 1957 survey of office salaries in Canada in 12 cities. However, the survey did not include the large cities of Toronto, Montreal, Windsor and Vancouver. The Association's figures giving average weekly salaries for all the cities for 1957, 1956 and 1953 for seven office occupations show increases ranging from \$6 to \$8 during the period 1953-57.

The occupation that showed the largest increase was that of transcribing machine operator, for which the average salary rose from \$38 to \$46. Average salaries for the years 1953 and 1957 respectively for other occupations were as follows: telephone operator, \$39 and \$45; typist, senior, \$42 and \$48; stenographer, senior, \$45 and \$52; Junior bookkeeper, \$54 and \$61; and calculating machine operator, \$41 and \$48.

The *Office Equipment News* for March, in an article from which the DBS and NOMA figures given above were taken, also gave rates for 1955 and 1957 for Hamilton, Montreal, Toronto, and Windsor covering certain female office classifications. These figures were said to be from a "highly authoritative" but confidential source. Increases in 1957 compared with 1955 in Montreal ranged from \$10 per month for a duplicating machine operator to \$18 for an addressing equipment operator, and the average increase for nine occupations was \$14.90 a month.

The rates for Toronto were in nearly all occupations higher than in Montreal in 1955, and by 1957 the spread was still greater. Increases in Toronto during the period ranged from \$11 a month for a key

punch operator B to \$23 for addressing equipment operator, messenger, and stenographer B. The average increase for all occupations was \$18.67.

### **Maritime Unions Unite To Organize Seaway**

A co-ordinated drive to organize inland ship and shoreside workers before the opening of the St. Lawrence Seaway in 1959 has been launched by the AFL-CIO Maritime Trades Department, following a meeting in Detroit at which 13 affiliates of the MTD drew up organizational programs.

The MTD affiliates are in the process of establishing a Great Lakes-St. Lawrence Seaway policy committee which will consist of one member from each of the affiliated unions. This committee will meet periodically to make policy decisions and to maintain the necessary contract with the participating groups.

The unions are in the process of seeking a "nerve centre" for the affiliated groups among several Great Lakes ports. They are currently operating in Detroit. They will also appoint a full-time co-ordinator whose duties will be to implement the policy committee decisions.

Unions involved in the organizational drive—not all of which operate in Canada—include: Seafarers' International Union; Masters, Mates and Pilots; International Union of Operating Engineers; Carpenters; Boilermakers; Marine Engineers Beneficial Association; Office Employees; American Federation of Technical Engineers; State, County and Municipal Employees; International Brotherhood of Longshoremens; Radio Operators; Grain Millers.

### **4 Private Members' Bills Defeated in Manitoba**

A private members' bill that sought to amend the Manitoba Vacation with Pay Act to require that employees covered by the Act be granted two weeks' vacation with pay after a year's service was defeated in the provincial Legislature on April 8. The Act at present provides for one week after one year and two weeks after three years.

Three other bills, all introduced by Donovan Swales, a CLC vice president, who is the member for Winnipeg Centre, were also defeated. One sought to amend the Employment Standards Act to reduce the maximum weekly hours of work after which overtime must be paid from 48 for men and 44 for women to 40 for all employees. The proposed amendment would also have added Boxing Day to the seven public holidays named in the Act.

The second would have brought all employers under the provisions of the province's Fair Employment Act. At present, the Act excludes employers of fewer than five persons.

The third sought to provide for the voluntary check-off of union dues. The proposed amendment to the Labour Relations Act would also have repealed the section that provides that the Labour Relations Board may not certify police associations that are affiliated with provincial, national or international labour organizations.

The Manitoba Legislature did pass, on April 2, an amendment to the Remembrance Day Act that extends the list of essential industries and services that may be carried on on that holiday by adding the receiving, paying for and shipping of livestock and meat products when necessary to prevent deterioration of meat quality. The Act received Royal Assent on April 9.

In Saskatchewan, government bills to amend the Annual Holidays Act to provide for an annual vacation with pay of three weeks after five years' service with one employer were passed. The Act permits the vacation to be taken in periods of not less than one week each.

### **Imports in 1957 Decline 1.4 Per Cent from 1956**

Canada's merchandise imports in 1957 declined 1.4 per cent from the record total of \$5,705,400,000 in 1956. A decline of some 4 per cent in physical volume more than offset an approximate 3-per-cent increase in average prices.

Imports from the United States in 1957 fell 4 per cent in value from an all-time high in 1956. Imports from the United Kingdom reached a record year's value, rising almost 8 per cent over the preceding year's total.

Among the 20 leading 1957 imports by value, eight showed a decrease and the remainder an increase from 1956.

Leading imports in order of value (1956 figures in parentheses) were: non-farm machinery, \$631,600 (\$628,521); crude petroleum, \$305,557 (\$270,881); automobile parts, \$260,075 (\$284,788); farm implements and machinery, \$202,230 (\$232,148); petroleum products, \$149,851 (\$153,089); automobiles, \$135,923 (\$171,386); coal, \$117,714 (\$128,737); cotton products, \$103,571 (\$100,671); books and printed matter, \$83,912 (\$77,386); aluminum and products, \$76,130 (\$66,497); wool products, \$72,678 (\$72,262); rubber and products, \$71,410 (\$77,061).

## **To March 31, Housing Starts Double 1957's**

Starts on the construction of new housing in the first quarter this year were more than double those in the same period of 1957. This year's first-quarter total was boosted by a further sharp increase in March.

The Dominion Bureau of Statistics reports that first-quarter starts numbered 17,360 units, compared with 8,410 a year earlier. March starts numbered 8,095 4,368 in March 1957.

The January-March total of completions rose to 26,315 from 24,637. March completions were 8,748 versus 6,861.

Because of the sharp increase in starts, the number of units in various stages of construction at March 31 this year was 64,071, up almost 22 per cent over the total at the same time in 1957, which was 52,570.

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## **Third of Population Rise Due to Immigration**

Net immigration accounted for almost 30 per cent of the growth in Canada's population in the five years between 1951 to 1956, the Dominion Bureau of Statistics reported last month. Natural increase accounted for approximately 71 per cent.

The population increased by 2,071,000—or 14.8 per cent—in the five years. Of this number, 1,472,000 resulted from natural increase and about 600,000 from net immigration.

The high level of net immigration resulted from the relatively smaller emigration to the United States since the war.

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## **Say Human Error Still Chief Accident Cause**

Human error is still responsible for more accidents than any other contributing factor, delegates to the 41st annual meeting of the Industrial Accident Prevention Associations of Ontario were told by several speakers. The convention was held in Toronto last month.

An innovation to correct human frailty in the accident sphere was suggested by Imperial Oil President J. R. White, who thought that subliminal communication might act favourably to solve the problem.

Mr. White admitted that there was a "storm of controversy" over the subliminal technique to impress messages on the unconscious portion of the mind by flashing them on a screen too quickly to be noted by the conscious mind. But he felt that

the same idea might be accepted as an educational technique, and in that manner its "greatest and most acceptable service".

It was also noted by Mr. White that a man's unconscious mind must be impressed by safety principles if he is to act spontaneously on them.

"We know," he said, "a man can walk away from a safety rally with his head full of plans and slogans for safety—and still walk in front of a streetcar. One part of his mind had accepted the safety gospel, but the other part wasn't living up to it."

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## **Mechanical vs. Human Failure**

E. H. Gilbert, Chief Inspector for the Ontario Department of Labour, told the meeting only 16 per cent of industrial accidents are due to mechanical reasons, the other 84 per cent to "human failure".

Other speakers heard included: Philip Lovejoy of Utica, N.Y., and Association President Murray Smith of Chatham, Ont.

At the election of officers E. R. (Ross) Graydon was chosen President for 1958, R. V. Dixon became First Vice President and Jack Morris was elected Second Vice President.

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## **N.Y. Bans Discrimination Against Older Workers**

Legislation that will prohibit employers in New York state from discriminating against persons 45 to 65 years old because of their age takes effect July 1. The bill was signed by the Governor last month.

When signing the measure, Governor Harriman said it was "a long step forward towards breaking down arbitrary and unrealistic barriers which prevent full employment opportunities to thousands of persons who are able and anxious to work".

New York is the fourth state in the United States to enact an age-discrimination statute.

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## **Urges Universities Give Labour Relations Training**

Universities should train graduating engineers and scientists in an understanding of labour relations, Donald Gordon, President of the Canadian National Railways, told a staff meeting at Queen's University last month.

The average university graduate appeared to have little or no knowledge of the practicalities of union-management relations, Mr. Gordon said. Industry is desperately in need of men who "know how to live with" trade unions, he said.



# First Report of U.K. Council on Prices, Productivity and Incomes

United Kingdom has enjoyed smaller unemployment and greatly increased industrial production since the war compared with inter-war years, but "there has been one big failure: failure to keep prices from rising"

In the smallness of total employment, which from 1946 to 1957 has averaged about one third of a million compared with 1½ million in the inter-war years, and in the quantity of goods turned out by industry, which in the same period increased substantially more than in the 20 years from 1919 to 1939, the postwar years have been good years for the United Kingdom says the recently published first report of the Council on Prices, Productivity and Incomes. But, the Council says, together with success in these two directions, there has been one big failure: the failure to keep prices from rising.

Although prices in the United Kingdom were rising slowly before the war, beginning in 1934, and although they rose less during World War II than during World War I, since the end of the second war prices have continued to rise some 4 to 5 per cent a year on the average.

A peacetime price rise as big and prolonged as this one is wholly exceptional in this country; there appears to be no precedent for it in the last 100 years of British economic history... There is no other peacetime period of comparable length which shows anything like as big a rise in prices as that of the last 11 years.

The Council does not hold trade unions wholly responsible for the rise in wages and prices. It declines to speculate on "what would have happened during the last 12 years if, other things being unchanged, trade unionism had been non-existent or weak".

But, it adds, "we are well aware that, whatever *might* have been the case, the wage advances were in fact secured by workpeople organized in powerful trade unions and using, among weapons in their armoury, arguments based on preceding movements of the cost of living.

That such unions exist and such arguments are used may have great importance for the near future even if it should be of less importance than some people suppose in explaining the recent past.

Whatever its initiating cause, the habit of demanding large and frequent increases in monetary rewards grows by what it feeds on, and may be found to persist after any technical justification for it in the state of the labour market has passed away.

The Council in its report sets out to examine the causes of this rise in prices, and to give its views on the means which should be taken to bring the rise to a stop. It also expresses opinions on the wisdom and effectiveness of the means which have already been taken to "damp down demand".

The Council on Prices, Productivity and Incomes was set up as an independent body by the United Kingdom Government in August 1957. Its chairman is Lord Cohen, a Lord of Appeal in Ordinary; and its other two members are Sir Dennis Robertson, lately Professor of Political Economy in the University of Cambridge, and Sir Harold Howitt, a chartered accountant and a member of recent courts of inquiry into engineering and shipbuilding disputes. The Council is to be a permanent body, and its terms of reference were given as follows:

Having regard to the desirability of full employment and increasing standards of life based on expanding production and reasonable stability of prices, to keep under review changes in prices, productivity and the level of incomes (including wages, salaries and profits) and to report thereon from time to time.

The report\* is divided into eight chapters: I. Introductory; II. Facts and Figures; III. The Causes of the Rise in Prices and Incomes, 1946-57; IV. How Do We Want the Value of Money to Behave?; V. Dampening Down Demand; VI. Wages under Controlled Demand; VII. Prices and Profits; and VIII. Summary.

## Cause of Price Increases

The main cause of the "extraordinary" rise in prices since the end of the last war, the Council thinks, "has been an abnormally high level of demand for goods and services in general, maintained for an abnormally long stretch of time". During the postwar period the United Kingdom "has pursued a number of objectives arising naturally from the circumstances of the time, and in themselves desirable, but making in the aggregate a greater demand on the industry

\*Published by H. M. Stationery Office, price 2 shillings.

and thrift of its citizens than they have had the power or the will to satisfy," it adds.

These desirable objectives included the effort to repair the damage and deterioration caused by war, to restore living standards and to improve the social services; the rearmament program associated with the Korean crises; and, especially in the last few years, the huge schemes of capital development which have been pushed by public authorities and private firms.

The translation of these desires into high and persisting levels of monetary demand was assisted above all by two circumstances. In the first place, monetary systems had evolved in such a way as to make easier the expansion of the flow of transactions to match the so-called "needs of trade"—whether these reflected a growth in the volume of goods and services exchanged or merely a general rise in their prices. Firms and individuals emerged from the war with abnormally large holdings of money and other liquid assets. Further, for a number of years after the war the general tendency in monetary policy was to permit ready expansion in the money supply and to maintain relatively low rates of interest. Thus the state of high liquidity persisted for a long time.

Secondly, many governments undertook so to direct their policies as to maintain what was at first described as "high and stable employment" and afterwards "full employment". The commitment thus undertaken has not only influenced the size of the government's own expenditure: it has acted as a powerful supporting force to those of other people. In particular, it was taken by business men as a signal that there would be no general drying up of the demand for their products, and thus encouraged them to maintain a high level of capital expenditure.

The importance of the high level of demand was shown, the Council says, by the persistent excess of job vacancies over the number of registered unemployed, and by the tendency for average earnings to rise faster than weekly wage rates.

The reasons for this latter phenomenon, the report says, are complex; but one of them seems to be the tendency of employers in times of keen demand for labour to try to attract labour by bidding its price up above that stipulated in national agreements and awards. The extent of this gap seems to vary with the intensity of demand, rising sharply at certain times and at others disappearing almost entirely.

## Inflation

The Council refuses any compromise with inflation, and it rejects the arguments used to justify even a slow upward movement of prices of the order of 2 or 3 per cent a year, instead of the 4 or 5 per cent which Britain has experienced since the war. Even if inflation can be held to a slow pace,

"in the present state of our social arrangements it seems to us that the arbitrary redistribution resulting from a steady rise in prices... is very unjust.

"We conclude that alike on internal and external grounds our objective should be to stop the inflation, not merely to moderate its course."

Going further, the Council asks whether for a country in which technical progress is active and capital equipment is increasing faster than population, stability of the price level is a sufficiently ambitious objective. "Ought not such a country to aim rather at a state of affairs in which the fruits of progress are being permitted to manifest themselves, to the general advantage, in a gently *falling* price level?" the Council asks. It looks with disfavour on "the doctrine that the general level of prices should never be permitted or encouraged to fall".

## Effect of Checks on Earnings

The Council examines the effect which measures taken to check inflation may be expected to have on the earnings of Labour. These effects include: some reduction in the amount of overtime worked and in the special inducements offered by employers to attract labour, and consequently a check to, or reversal of, the tendency for the rise in average earnings to outstrip the rise in standard wage rates; the retirement from the labour market of a number of married women; and some rise in the percentage of persons registered as unemployed.

The report says that there have been signs of all these developments in Great Britain since the end of 1955, but that the last mentioned has "still gone only a short way". It adds, "No one should be surprised or shocked if it proves necessary that it should go somewhat further.

In our opinion it is impossible that a free and flexible economic system can work efficiently without a perceptible (though emphatically not a catastrophic) margin of unemployment of this kind. A corollary is that ample public help in the matter of transport and lodging should be offered towards shortening the average period of such unemployment... The question of redundancy payments by labour-releasing firms is here also clearly relevant...

The report does not agree with the view of some "pessimists" who believe that the measures so far taken by the Government to damp down demand will not be effective "unless they are pursued to an extent which will involve unemployment on a scale far different from the moderate amount needed... to give reasonable industrial flexibility".

On the contrary, the Council thinks that:

The decline in the intensity of demand, working through a decline in realized and anticipated profits, must certainly be expected to stiffen the resistance of employers to claims for increased wage rates. It would be excessive optimism to hope that it would prevent any wage claims being made, but we believe that the decline in the intensity of demand will tend to moderate the insistence with which they are pressed and to convince the members of the trade unions concerned that a successful attempt to continue the spectacular rise of wage rates in recent years would not only involve real hardship for large sections of their fellow citizens but would also ultimately endanger their own future employment and standard of living.

## Reactions to Report

The Council's first report (others may be expected from time to time) has been received enthusiastically by businessmen and by most of the press of the United Kingdom but has been roundly condemned by organized labour. The General Council of the Trades Union Congress deplored "the partisan nature of the report" and said that it did "little more than endorse the measures taken by the Government last September, support policies which have forced up the cost of living and urge wage restraint while, at the same time, encouraging higher dividends."

# Postwar Price Movements in Canada

Twelve years of almost continuous economic growth since end of war

The 12 years of almost continuous economic growth which have followed the close of the 1939-1945 War have had associated with them several distinct periods of retail price behaviour, the latest of which was in evidence throughout the year 1957.

The gradual relaxation of price controls in 1946, combined with consumer demands far in excess of supply, brought on a period of rapidly advancing prices, and between 1946 and 1948 the consumer price index advanced more than 25 per cent. A significant exception to these general price increases was the behaviour of rents, which, continuing under some degree of control, increased 7 per cent in the same period.

Towards the end of 1948, production appeared to be matching consumer demands, and during the slight recession of 1949, consumer prices levelled off. Between the latter months of 1948 and May 1950, retail prices increased only slightly more than 1 per cent. However, with the outbreak of war in Korea in June 1950 came a resurgence of pressure on prices. In the course of the next 18 months, further major upward movements took place. The consumer price index rose from 102.7 in July 1950 to 118.1 by December 1951, an increase of 15 per cent. Foods advanced sharply from 102.6 to 122.5 for an increase of 20 per cent. The shelter index, based on both home-ownership and rents—the latter freed from most of the wartime controls—moved from 107.4 to 118.2 for an increase of about 10 per cent. Clothing experienced a more substantial rise of 16 per cent, from 99.1

to 115.2. Household operation, covering such items as furniture, appliances and fuel, rose about the same degree, from 101.6 to 116.4. The wide variety of goods and services covered in the other commodities and services index followed a somewhat similar pattern, moving from 102.4 to 115.0.

The peak in consumer price levels was reached in January 1952, when the index stood at 118.2. From this peak it dropped off gradually in the first half of 1952, to reach 115.9 in May, resulting, for the most part, from a drop of about 5 per cent in the food index. From this point a plateau in retail prices was established which was to last for four years. Over this period, the consumer price index displayed noteworthy stability, ranging narrowly from a low of 114.4 to a high of 116.9.

Though the general level of prices remained almost unchanged during this lengthy period, significant variations were taking place around a stable average. Foods recorded mostly seasonal movements during 1953, 1954 and 1955 and the first half of 1956. Non-food commodities experienced a decline of about 3 per cent in this period with a steady, gradual downward movement. Much of this decrease was accounted for by appliances, which decreased 17 per cent. On the other hand, rents advanced steadily to stand 13 per cent higher in May 1956 than in May 1952. The entire group of service items also experienced strong, continuous increases throughout this period.

From May 1956 a distinct change occurred in price patterns. A trend of higher prices continued throughout the remainder of 1956 and the first ten months of 1957. In this period, the total index moved up steadily from 116.6 to a new postwar peak of 123.4 in October 1957.

Food was the component responsible for most of the upward movement at the total index level, rising from 109.3 in May 1956 to 121.9 by September 1957. Shelter continued to advance steadily, although at a slightly moderating rate, as did other commodities and services, particularly the service elements in the group. In contrast, clothing prices remained practically unchanged. Household operation, continuing to reflect the easy price situation of major household appliances, rose only 2.8 per cent.

### Price Movements in 1957

The strength of consumer prices in 1957 is reflected in a number of different groupings of index components. If consideration is given to the number of items which increased, decreased or were unchanged in price, the widespread nature of the price increase during 1957 becomes readily apparent. In foods, 85 per cent of the items priced were at higher levels than the previous year and only 15 per cent lower. In non-food items—clothing, furni-

ture, appliances and pharmaceuticals—68 per cent were higher, 6 per cent unchanged and 26 per cent lower. In the diversified group of services—haircuts, telephone rates, dry cleaning and hospital rates—86 per cent moved to higher price levels in 1957, 5 per cent were unchanged and 9 per cent were lower.

Turning to the regular groupings of commodities and services for which indexes are published monthly, four of the five groups contributed to the over-all increase. Foods led the way with a rise of 4.6 per cent, followed closely by a 4.3-per-cent increase in other commodities and services. The household operation group increased 2.1 per cent, while shelter, continuing a long period of upward movement, rose 1.8 per cent. Clothing, at the total level, remained virtually unchanged in this general pattern of rising prices.

It is possible to assess price behaviour by recombining the wide range of commodity and service items into four groups: food, non-food commodities, total commodities, and total services including shelter. Foods, as previously stated, were 4.6 per cent above 1956 levels while non-food commodities were only 1.8 per cent higher. Taking all commodities as a group (food and non-food), an increase of 3 per cent occurred, while services rose slightly more, 3.2 per cent.

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## Industrial Fatalities in Canada, 1957

Deaths from industrial accidents<sup>(1)</sup> in 1957 totalled 1,351, a decrease of 111 from 1,462 in 1956. But work injuries reported by Workmen's Compensation Boards rose from 553,387 in 1956 to 568,728 in 1957

During 1957 industrial fatalities in Canada totalled 1,351,<sup>2</sup> a decrease of 111 from the 1956 figure of 1,462. Injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards increased from 553,387 in 1956 to 568,728 in 1957.

<sup>1</sup>See Tables H1 to H5 at back of book.

<sup>2</sup>Of these 1351 fatalities, 1,084 were reported by the Workmen's Compensation Board of the various provinces and the Board of Transport Commissioners. Information on the remaining 267 was obtained from other sources; for an industrial distribution of this latter figure see footnote (2), Table H-1.

The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the *LABOUR GAZETTE*.<sup>3</sup>

The fatality rate (number of fatalities per 10,000 workers) has fluctuated only slightly between 2.7 and 2.5 during the past nine years.

<sup>3</sup>*Labour Gazette*, Aug. 1957, p. 946, Oct. 1957, p. 1198, Jan. 1958, p. 55, and April 1958, p. 375.

Year	Persons with jobs (000's)	Industrial Fatalities	Rate
1949	4,948	1,359	2.7
1950	4,997	1,259	2.5
1951	5,112	1,369	2.7
1952	5,179	1,418	2.7
1953	5,246	1,321	2.5
1954	5,194	1,296	2.5
1955	5,327	1,326	2.5
1956	5,526	1,462	2.6
1957	5,660	1,351	2.5

During 1957, there were 17 industrial accidents which caused the death of three or more persons in each case. The worst of these, a marine disaster, occurred on January 14, when a harbour pilot boat carrying three pilots and a crew of four collided with a freighter in the Bay of Fundy and disappeared with all on board.

Two accidents resulted in six industrial fatalities in each case. On August 11, a plane crash at Issoudun, Que., cost the lives of the captain, first officer, third officer, navigator and two stewardesses. At Dresden, Ont., on August 14, six construction workers were killed when the walls of the 37-foot-deep trench in which they were working suddenly collapsed and buried them.

Three accidents in 1957 cost the lives of five persons in each case. On January 12, five men employed on a construction job for the Ontario Hydro Commission were drowned at Gunn Lake, Ont., when the truck in which they were crossing the lake broke through the ice and they were trapped in its tarpaulin-covered body. At Welland, Ont., on January 30, five men died as the result of burns received when an electric furnace exploded at a steel foundry. On April 7, the five persons on board the tug *Glenfield* were lost when the tug disappeared while on a voyage between Liverpool, N.S., and Saint John, N.B.

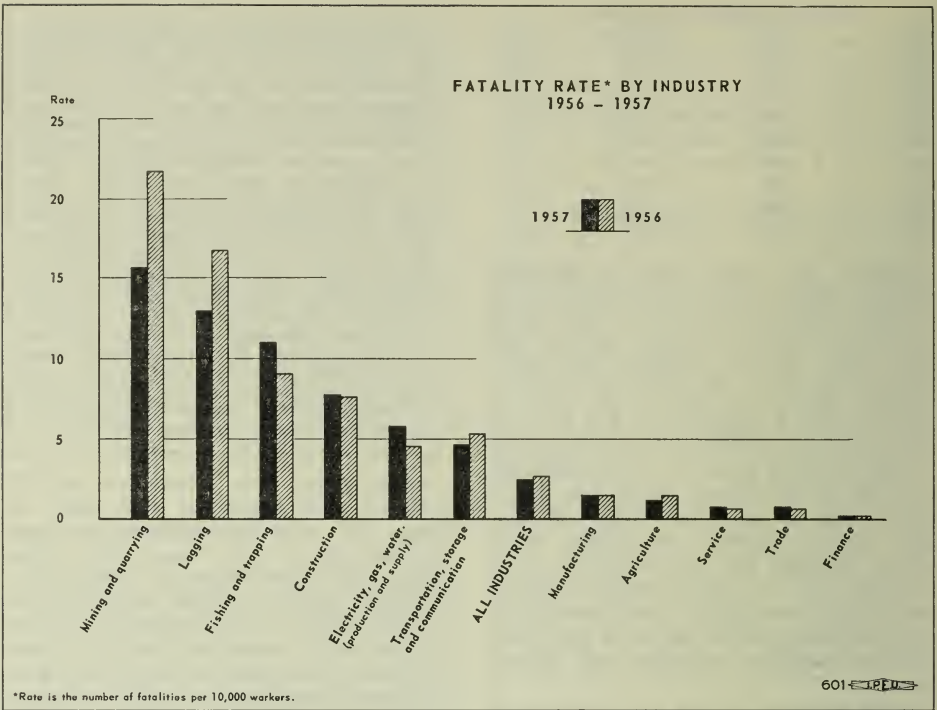
Five accidents last year resulted in four industrial fatalities in each case. On February 24 four fishermen were lost when the fishing vessel *Bonnie Gale* was wrecked during a heavy storm off the south coast of Nova Scotia. In an accident in Montreal harbour, four crew members of the tug *John Pratt* were drowned on April 24 when the tug suddenly capsized while assisting a freighter to dock. An aircraft crash at Port Hardy, B.C., on June 23 resulted in the deaths of the pilot, co-pilot and two men travelling in connection with their work. At Haley, Ont., on September 26, four men died when a pot of molten magnesium exploded and sprayed them with hot metal. On October 2, four employees of an air transport company were killed at Sovereign Lake, B.C., when their aircraft crashed shortly after take-off.

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

Six accidents were responsible for the death of three persons in each case. Of these, four were the result of mishaps involving aircraft. On January 22 a plane carrying the New Brunswick Minister for Municipal Affairs, the chief training officer for civil defence in the Maritimes and the president of a construction company were killed when the plane in which they were travelling crashed while on a flight between Fredericton and Moncton, N.B. Three construction contractors were killed on February 15, near Ringwood, Ont., when the plane in which they were travelling crashed. A plane crash on June 19, at Telegraph Creek, B.C., cost the lives of the pilot, a mining engineer and a government official. On July 3, a plane crash near Val d'Or, Que., resulted in the deaths of the pilot, flight engineer and a construction mechanic. Three loggers were drowned in the Bersimis River, Que., on April 26 when the boat in which they were travelling capsized. An automobile accident on August 29 at Vancouver, B.C., cost the lives of three stevedores.

### Fatalities by Causes

An analysis of the causes of the 1,351 fatalities that occurred during the year shows that 381 were the result of being "struck by tools, machinery, moving vehicles and other objects". Within this group the largest number of deaths was caused by automobiles or trucks (58), falling trees or limbs (51), objects falling or flying in mines and quarries (43), and materials falling from stockpiles and loads (33). In 1956, deaths listed in the "struck by" group numbered 415. Of these, 75 were the result of falling trees or limbs, 56 were caused by landslides or cave-ins, 37 as



the result of being struck by automobiles or trucks and 34 by objects falling or flying in mines and quarries.

Accidents that involved "collisions, derailments, wrecks, etc." were responsible for 366 of the industrial deaths during the period. These included 163 fatalities involving automobiles or trucks, 69 tractor or loadmobile accidents, 59 involving watercraft, and 47 resulting from aircraft accidents. During 1956, "collisions, derailments, wrecks, etc." caused 365 deaths. Included in this total were 174 fatalities involving automobiles or trucks, 61 tractor or loadmobile accidents, 52 involving watercraft, and 38 resulting from aircraft accidents.

In the classification "falls and slips" 229 fatalities were reported. Of these, 222 were the result of falls to different levels. In the previous year, 257 persons were killed as the result of "falls and slips", 254 of which resulted from falls to different levels (see Table H-2).

### Fatalities by Provinces

The largest number of industrial fatalities in any province in 1957 was 444 in Ontario, a decrease of 11 from the previous year. Of these, 111 occurred in construction, 80 in manufacturing, 52 in mining and 48 in transportation, storage and communications. In Quebec 319 fatalities were recorded,

including 96 in construction, 58 in manufacturing, 48 in transportation, storage and communication and 46 in logging. British Columbia followed with 228, of which 52 occurred in logging, 49 in construction and 33 in mining (see Table H-3).

### Fatalities by Industry

During the year the largest number of fatalities<sup>4</sup> occurred in the construction industry where there were 335, an increase of 23 over the 312 recorded in 1956. In the transportation industry, there were 203 fatalities, a decrease of 25 from the 228 reported last year.

Fatalities in manufacturing accounted for 200 deaths during the year, exactly the same number as recorded for 1956. Work injuries in mining were responsible for 181 deaths during 1957, a decrease of 69 from the previous year, in which 250 were recorded. In the logging industry there were 135 fatalities, a decrease of 62 from the 197 in this industry in 1956.

Fatality rates by industries are shown in the accompanying chart.

<sup>4</sup>See Table H-4 for an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given.

# Successful Rehabilitation—VI

Sixth in a series of articles on successful rehabilitation through co-ordination of community's services, matching of person to the job

*The following article, written by Leslie C. Morrison, Pacific Regional Public Relations Officer, Unemployment Insurance Commission, is the sixth in a series describing the success in rehabilitation that can be achieved through co-ordination of rehabilitation services throughout a community.*

*These articles illustrate that the particular demands of any job—the unique combination of skill, aptitudes and attitude required in the worker—can often be met by a disabled person, not by coincidence but by a precise matching of the person to the job.*

Not very much more than a couple of decades ago victims of paraplegia were considered hopeless cases. Today, however, thanks to modern surgery and rehabilitation care, a large number of our paraplegics are able to live happy, normal lives.

Through its recreative and occupational therapy programs, the community rehabilitation centre plays a very important role in assisting handicapped persons to recover their equilibrium and eventually to provide for their own existence.

The ultimate goal of all rehabilitation activities, however, is the provision of economic independence through remunerative employment. This is where the Special Placements Divisions of the National Employment Service enter the picture.

In the Pacific region, among the reports on the successful placements of physically handicapped persons in suitable employment, is one that concerns the placement of three paraplegics—all with the same employer and within a relatively short period of time.

This story begins in the early fall of 1955, when Jan Czaplinski was referred by the G. F. Strong Rehabilitation Centre to the Special Placements Division of the Vancouver NES Office for vocational counselling and to determine an occupation best suited to his abilities.

Jan, a recent immigrant from Germany, had sustained an industrial accident while employed as an extra gang labourer on the railway, which damaged his spine and confined him to a wheel chair. He was only 27 years of age.

The particular problem in Jan's case was that, although he spoke fairly good English, he was unable either to read or write the language very well. This, naturally, precluded him—at least until he had

mastered the language—from obtaining a clerical position. Coupled with this was the fact that his general education and occupational background was limited. At school he had completed only Grade 7, and his only work experience was as a nurseryman in Germany before the war and later as a labourer for the British Army of Occupation.

Because of his economic circumstances, it was important for Jan to obtain employment as soon as possible. The Special Placements Officer, therefore, decided that the only immediate solution to the problem of his limited educational background was to find him a job which would require no specific skills or training, except the ability to learn. Searching through his list of plant surveys, he found the name of a firm which he thought might be interested in providing employment to wheel-chair cases.

The firm, the Carol Candle Manufacturing Company, had only recently opened in Vancouver, and was needing employees for the coming Christmas rush.

After a series of calls, the plant superintendent, Max Oakes, agreed to hire Jan on an experimental basis. The demands of the job were not exacting, involving simply the wrapping and packaging of the candles. This work, of course, could be done quite easily from a wheel chair.

But the Special Placements Officer's problem was not completely solved. Jan at that time had no car. How was he to travel to and from the job?

Enquiries revealed that no employee with a car at the Carol Candle Manufacturing Company lived anywhere near Jan's home. The Special Placements Officer then canvassed a number of other firms within the immediate vicinity and finally discovered a worker who lived in the same neighbourhood as Jan and who would be willing to drive him to the job and back every day.

This successful placement story does not end here, however. A few weeks later another paraplegic was referred to the Vancouver Office by the G. F. Strong Rehabilitation Centre for employment. He was Fred Jenke, age 49, a former tractor operator.

Fred had also sustained an industrial accident, and, like Jan, was now confined to a wheel chair. And he, too, was seeking immediate employment.

Again the Special Placements Officer visited the Carol Company and, because the job experiment with Jan was proving most satisfactory, the employer decided to give this second wheel-chair applicant a trial.

About two weeks later still another paraplegic came into the Vancouver office to register for employment. He was William Degner, age 36, and at the time was still receiving treatment at the Rehabilitation Centre.

Bill's paralysis was the result of a tumor on his spine that had started to grow when he was about three years old, and most of his life had been spent in a wheel chair. Because of the necessity for frequent medical treatment, his attendance at school had been considerably interrupted, and he was able to complete only Grade 6.

On the basis of the excellent work reports respecting the two previously placed wheel-chair cases, and realizing that with the expansion of the company more employees would be needed, the Special Placements Officer again approached the Carol Candle Manufacturing Company, again with success.

That was more than two years ago. During that time, all three wheel-chair cases have proved themselves valuable employees.

It is particularly interesting to note that this company had originally planned to hire skilled workers from Eastern Canada. They changed these plans, however, when the Special Placements Officer pointed out

that, if suitably placed, physically handicapped persons can do equally as efficient a job as physically fit workers.

Giving the three wheel-chair cases an opportunity to prove their worth meant no small sacrifice to the firm, as they would naturally be a little slow at first while they were learning the work. They conscientiously applied themselves to the job, however, and within an almost amazingly short time had become sufficiently dextrous at their work to reach maximum production.

The men are employed on a regular 40-hour week and each of them cellophane-wraps and packages an average of approximately 150 dozen candles a day.

Commenting on their work, Mr. Oakes, their employer, stated: "I have never regretted hiring them. All three are wonderful employees and have proved conclusively that, although physically handicapped, they are definitely not occupationally handicapped. They are also always punctual on the job, and there has been practically no absenteeism.

"Above all," he added, "they are the most happy workers I have ever had, and their cheerful spirits have a very good influence on the rest of the staff."

As for the three wheel-chair cases themselves, Bill Degner expressed it this way:

"Thanks to the National Employment Service and the Carol Manufacturing Company, we are now able to stand on our own two feet."

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## Carl Berg, MBE, Veteran Labour Leader, Dies

Carl Emil Berg, MBE, a veteran leader in the Canadian labour movement, died on April 28 in Edmonton at the age of 70, shortly after returning from the 2nd Constitutional Convention of the Canadian Labour Congress in Winnipeg.

Born in a factory district of Stockholm, Sweden, in 1888, Mr. Berg emigrated to the United States at the age of 16. In 1906 he moved to Canada to work on the construction of the Grand Trunk Railway in British Columbia.

In 1929, after continued union activity in Edmonton, he was elected President of the Trades and Labour Council of that city; he held the office for more than 10 years. He was also Secretary-Treasurer of the Alberta Federation of Labour for 12 years.

In 1937 Mr. Berg was chosen to represent the Trades and Labour Congress of Canada at the British Trades Union Congress.

He was appointed general organizer of the TLC in 1940 and held this position until 1954, when he resigned to become Director for Western Canada and an international representative of the International Hod Carriers', Building and Common Labourers' Union of America, with which he had been prominently connected for a number of years. At the 1943 convention of the TLC he was elected a Vice President, and he held this office until the merger of the TLC and the CCL in 1956.

During his term of office in the TLC Mr. Berg served on many government boards and committees and was a member of the National Employment Committee from its inception until 1954. In recognition of his services during the Second World War he was made a Member of the British Empire in 1946.



# Seminar on Rehabilitation

Seminar on rehabilitation of disabled in Asia and Far East, organized by Indonesia, agrees that, although same basic principles and methods applicable everywhere, programs should be adapted to local conditions

Although the same basic principles and methods of rehabilitating the disabled are applicable everywhere, services and programs should be adapted to the special conditions existing in a region or country, it was agreed at a recent seminar in Indonesia.

The seminar, to consider help for the disabled in Asia and the Far East generally, was organized by the Government of Indonesia and the United Nations in co-operation with the International Labour Office, the World Health Organization, the International Society for the Welfare of the Cripples and the World Veterans' Federation.

Other conclusions reached by the seminar for the establishing of rehabilitation services in the designated areas were as follows:

—Full co-operation of the medical profession should be obtained, and doctors should be made more rehabilitation-minded; rehabilitation should be part of undergraduate and graduate medical training.

—Public opinion should be educated by every possible means regarding the rights, responsibilities and potentialities of the disabled in order to overcome prejudice and misunderstanding.

—Rehabilitation programs should be implemented through existing services and thus integrated with the general programs of health, education, welfare and employment.

—In each country involved, a co-ordinating committee should be established, including representatives of all the ministries concerned with rehabilitation. A rehabilitation officer should be responsible for this committee.

—The training of personnel should at first be conducted with established minimum standards in theoretical subjects for Asia rather than the standards established in countries where rehabilitation is more advanced. Emphasis should be on practical work...

—Technical assistance, especially for training of local technical personnel, is needed—internationally recruited experts and consultants should be very carefully selected and all necessary preparations made

to facilitate their work by the receiving countries. Where a succession of consultants is necessary for a project, they should be selected on the basis of similar professional experience so as to guarantee continuity in developing the program.

Of course, placement of the disabled in normal employment should be the goal of the services whenever possible.

\* \* \*

A plan to speed the rehabilitation of disabled persons recently inaugurated in Lethbridge hospitals has been reported by L. R. Gue, Provincial Co-ordinator of Rehabilitation for Alberta.

When a hospital's authorities feel that rehabilitation will be required, a special form is attached to the patient's chart. Doctors have been asked to assist the plan by completing the form.

The form, when brought to attention of the Rehabilitation Committee, sets it to work promptly at getting the patient ready to return to normal community life.

As rehabilitation is always much easier when the patient is contacted quickly, the step is an encouraging one and, with necessary modifications, might be adopted by all Canadian hospitals.

\* \* \*

The establishment of an industrial workshop in Manitoba by the Society for Crippled Children and Adults is recorded in the Manitoba Industry and Commerce Bulletin for February.

The workshop is to provide employment for handicapped persons who are unable to work in conventional jobs in the conventional manner.

Some of the jobs being done are: addressing and preparing advertising material for mailing; assembling and stapling business forms; bagging smallwares such as seeds and other similar items; assembling, drilling, hand-riveting and deburring small mechanical parts; newspaper and trade journal clipping services; stenographic, typing and duplicating services.

# Psychiatric Nursing

Saskatchewan has pioneered in providing the special training required by psychiatric nurses, and now has a higher ratio of trained ward personnel than any other public psychiatric service in North America

Psychiatric nursing is a highly specialized branch of the nursing profession, requiring special training and concepts of training. The Province of Saskatchewan has pioneered in providing this type of training in North America.

Until recent years, fewer than 2 per cent of the nurses in Canada and the United States worked in mental hospitals. This situation is changing rapidly.

In Western Canada—Saskatchewan, Alberta and British Columbia—the psychiatric nurse may be a registered nurse with postgraduate training, but he or she is more likely to be a graduate of a psychiatric training course in a mental hospital.

In 1947, the Saskatchewan Legislature passed the Psychiatric Nurses Act, the first legislation of its kind in North America, making it possible for a professional psychiatric nurse to be graduated from a three-year training course prescribed by the University of Saskatchewan and be admitted to the register of psychiatric nurses after passing essential examinations.

The training course was designed to develop in the student an understanding of the growth and function of personality and of the principles involved in building and maintaining a healthy personality. The Act also set up the Saskatchewan Psychiatric Nurses Association, and gave it full professional recognition.

To enter the course, students must have the equivalent of Saskatchewan Grade 11 (junior matriculation) standing. They may train in one of the Saskatchewan hospitals in North Battleford or Weyburn, or at the Training School for the Retarded in Moose Jaw.

The three-year training period consists of more than 500 hours of lectures and seminars devoted to general nursing, anatomy and physiology, pharmacology, bacteriology and pathology, medicine and surgery, nutrition, surgical nursing, psychiatry and occupational therapy.

Psychiatric nurses in Saskatchewan earn good salaries while still in the student phase of their courses. The first year student starts at a salary that is higher than the

average received by a novice typist. The rate increases sharply in each successive year.

The immediate and concrete result of the Saskatchewan program is that mental institutions have a higher ratio of trained ward personnel than any other public psychiatric service in Canada or the United States.

Since 1948, the Saskatchewan Psychiatric Nurses Association has made recommendations to the curriculum board with regard to improvements and changes in the training course. Associations were formed in Alberta and British Columbia in 1951, and in 1955, a Psychiatric Nurses Act was passed in Alberta. The Associations of the three provinces now compose the Canadian Council of Psychiatric Nurses, now seeking a Dominion Charter.

\* \* \*

Two scholarships and two bursaries for students interested in training professionally in the field of pre-school education and guidance have been provided by Toronto's Grove Nursery School.

The two bursaries, one for 1958-59 and one for 1959-60, are worth \$300 each and will pay tuition fees at the Institute of Child Study, University of Toronto. Applicants must have a Bachelor of Arts degree.

The two scholarships, for 1959-60 and 1960-61, will cover tuition fees at the Ryerson Institute of Technology, Toronto. Applicants must be students who have attained high academic standing during their first year of the General Course at the Institute.

\* \* \*

About one out of every four working women in the United States holds a clerical job, and two-thirds of all clerical workers are women, it is disclosed by the Occupational Outlook Service, U.S. Department of Labor.

Leading clerical jobs considered in making the analysis are those of stenographers, typists, secretaries, bookkeepers, telephone operators, shipping and receiving clerks, cashiers, mail carriers and office machine operators.

## 50 Years Ago This Month

Request for the establishment of a separate Labour portfolio made by delegation from Trades and Labour Congress of Canada in an interview with Prime Minister and the Postmaster General and Minister of Labour

A request for the establishment of a separate portfolio of Labour was made by representatives of the National Trades and Labour Congress of Canada in an interview with the Prime Minister, Sir Wilfrid Laurier, and Hon. Rodolphe Lemieux, Postmaster General and Minister of Labour, in April 1908.

This was one of a number of requests made by the labour deputation, which brought to the attention of the Government certain resolutions which had been passed at the 5th Annual Convention of the Congress in September 1907.

The delegation was told that the request would be given consideration if a rearrangement of departments took place.

The other principal requests were that:

—A pension fund be established for aged or disabled workmen.

—The tariff on all vehicles and parts of vehicles be raised to 60 per cent.

—A poll tax of \$1,000 be imposed on Asiatic immigrants.

—Well-equipped shipbuilding yards be maintained in Canada so that the country would not be dependent on foreign or even British builders for the maintenance of a mercantile marine.

—Preliminary proceedings under the Alien Labour Act should be at the charge of the Government after proper request had been made by working men.

—The shoe contracts of the Government should be given to manufacturers who used the National label.

The Ministers promised to give consideration to the last three requests. They said, however, that Canada did not yet require a system of old age or disability pensions.

In answer to the request for a higher tariff on vehicles and parts they referred to the prosperity of the country under the present tariff. They said that the current poll tax of \$500 on Asiatic immigrants was practically prohibitive, and that it had already been raised, first from \$50 to \$100, and then to the present figure.

A paragraph from the report of the LABOUR GAZETTE's Halifax correspondent in the May 1908 issue reads as follows:

"The bricklayers and masons notified the bosses that beginning May 1st the week's

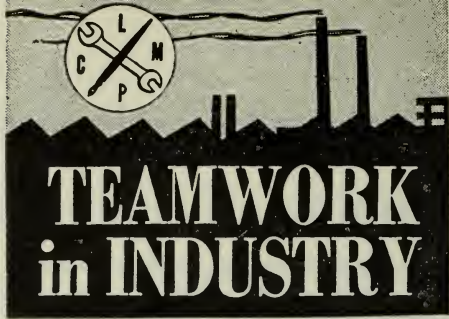
work of the union was to be reduced to 48 hours—8 hours per day, the present rate to stand, the men being willing to lose the six hours pay. Several meetings were held by the Builders' Association, which resulted in the following answer being sent to the bricklayers and masons: 'That at a meeting of the Builders' Association it was resolved that, under present conditions, they are not able to grant the demand for the eight-hour day.'"

The Ottawa correspondent reported as follows:

"There was much unrest among building labourers. Last year these men formed a union, being a branch of the International Protective Union of America, which after one day's negotiations with the contractors of Ottawa closed an agreement to work at 25 cents an hour. At the same time the building labourers became recognized by other labour unions. On April 22nd, a strike of 30 building labourers and 25 bricklayers occurred on the new Y.M.C.A. building, Metcalfe street. Several non-union men had been employed as building labourers at 15 cents an hour and went on strike for the union rate. Nearly all joined the union, and all the organized labour on the works went on strike in sympathy."

The Toronto correspondent sent the following paragraph:

"A final meeting of the general committee administering the fund for the relief of distress among the poor of the suburbs was held on the 22nd (April). Reports presented showed that since January 30th 1,118 families in the shack districts had been relieved, most of them receiving regular weekly food supplies. Of the total number some 60 heads of families remained without work or reasonable prospect of it. Two branches of the work undertaken by the committee will be continued in operation, *viz.*, the free employment bureau, which had sent 153 persons to the country, and the providing of land on the outskirts to enable the shackers to raise vegetables for food, eleven acres having been secured for that purpose. The statistics of the work showed that only 14 per cent of those relieved were Canadian born."



A new handbook, *Labour-Management Co-operation Through Joint Consultation*, has been released by the Labour-Management Co-operation Service. This new publication is to replace *Industrial Democracy At Work*, which has been the basic handbook on labour-management committees.

The new handbook contains seven chapters dealing with the history of joint consultation, the philosophy, communication in industry, why joint consultation is needed, the Labour-Management Co-operation Service, labour-management committees, and the role of union and management in joint consultation.

A companion booklet, *Teamwork in Action*, containing a selection of articles which originally appeared in *Teamwork in Industry* during 1957, has also been released.

\* \* \*

Through extensive use of the labour-management committee, the Disher Steel Division of Dominion Structural Steel Limited, Toronto, has successfully carried out a complete relocation to a new plant. The committee was used by management as an information channel to keep employees informed on the many details connected with the move. The employees used the committee as a channel for ideas and recommendations, and to bring up personal problems occasioned by the move.

The Disher Steel Division felt the need for an adequate communication channel some years ago and, in co-operation with Locals 721 and 743 of the International Association of Bridge, Structural and Ornamental Iron Workers (CLC) and Local 793 of the International Union of Operating Engineers, organized the labour-management committee. The committee has been described by a senior management official as an effective means to facilitate discussion on ways to improve production and efficiency. The committee has also done valuable work in promoting increased labour-management understanding and confidence.

In connection with the move, the committee was able to solve a difficult transportation problem faced by many employees. The new plant is located in a recently developed industrial area several miles from the old location, and public transportation is not yet available. Management feared that this difficulty might cause a loss of experienced personnel. The labour-management committee made a complete study of the problem, and worked out a car pool system which enables all employees to reach work easily.

Assistant General Manager A. B. Lockley said that the committee has also assisted in planning a schedule for moving equipment and machinery to the new plant. This was done so that there was a minimum of interference with production schedules. Commenting generally on the labour-management committee's role in the move, Mr. Lockley said:

"It is gratifying to management to have been able to communicate with all departments through the committee and to receive in return valuable co-operation and assistance."

\* \* \*

The Third Annual Labour-Management Committee Dinner of Western Bridge & Steel Fabricators Limited in Vancouver was held recently. General Manager E. L. Hartley reviewed the work of the committee during 1957 and was enthusiastic in his comments about its accomplishments and the splendid morale that had resulted. Management and representatives of Local No. 1, Marine Workers and Boilermakers Industrial Union (CLC) originally organized this committee to provide a reliable two-way channel of information between Labour and Management.

During 1957 the committee discussed and made recommendations on a variety of matters. Among the subjects discussed at the meetings were parking, proper plant lighting, training, various phases of production, charitable donations, recreation, market conditions, management reports and other topics of interest or concern to Management and Labour.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during March. The Board issued two certificates designating bargaining agents and ordered three representation votes. The Board also granted two applications for provisions for the final settlement of differences concerning the meaning or violation of collective agreements and three other such cases were settled, in each case, without the necessity of a Board order. During the month the Board received four applications for certification.

### Applications for Certification Granted

1. International Longshoremen's Association (independent), Local 1843, on behalf of a unit of employees of the National Harbours Board at the Port of Halifax, N.S. The Canadian Brotherhood of Railway Employees and Other Transport Workers intervened (L.G., April, p. 387).

2. Nordair Pilots Association Inc., on behalf of a unit of pilots and co-pilots employed by Nordair Ltd., Roberval, Que. (see applications received).

### Representation Votes Ordered

1. Brotherhood of Railroad Trainmen, applicant, Ontario Northland Railway, respondent, and the Order of Railway Conductors and Brakemen, intervener (road train conductors) (L.G., April, p. 388). The Board directed that the names of both the applicant and intervener be placed on the ballot (Returning Officer: A. B. Whitfield).

2. Warehousemen and Miscellaneous Drivers' Union, Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and M. Rawlinson, Limited, Toronto, Ont., respondent (L.G., April, p. 388) (Returning Officer: T. B. McRae).

3. Brotherhood of Railroad Trainmen, applicant, and The Toronto, Hamilton and Buffalo Railway Company, respondent (road train conductors) (see applications received). The Board directed that the name of the applicant and the name of the Order of

Railway Conductors and Brakemen, the certified bargaining agent (L.G. 1946, p. 174) be placed on the ballot (Returning Officer: F. J. Ainsborough).

### Applications under Section 19 of Act

The Board granted two applications for provisions for the final settlement of differences concerning the meaning or violation of two collective agreements affecting The New York Central Railroad Company, applicant, and the Brotherhood of Locomotive Firemen and Enginemen, respondent (L.G., July 1957, p. 844). One agreement covers engineers and the other covers firemen, helpers on electric locomotives, hostlers and hostler helpers. The Board's decisions were made under Section 19 of the Industrial Relations and Disputes Investigation Act, which provides that every collective agreement shall contain a provision for the final settlement without stoppage of work of all differences between the parties to the agreement concerning its meaning or violation and that, where an agreement does not contain the required provision, the Board shall, upon application by either party to the agreement, prescribe such a provision.

In three such applications affecting The New York Central Railroad Company, applicant, and the Brotherhood of Railroad Trainmen, respondent, procedures for the final settlement of differences concerning the meaning or violation of three agreements were agreed to by the parties without the necessity of Board orders. The three agreements concerned conductors on road service, trainmen on road service, and conductors, trainmen and switch tenders in yard service (L.G., July 1957, p. 844).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

### Applications for Certification Received

1. Nordair Pilots Association Inc., on behalf of a unit of pilots and co-pilots employed by Nordair Ltd., Roberval, Que. (Investigating Officer: C. E. Poirier) (*see* applications granted).

2. Brotherhood of Railway Trainmen, on behalf of a unit of conductors employed by The Toronto, Hamilton and Buffalo Railway Company (Investigating Officer: F. J. Ainsborough) (*see* representation votes ordered).

3. Syndicate of Employees of Station CHRL, on behalf of a unit of employees of Radio Roberval Incorporated, (CHRL), Roberval, Que. (Investigating Officer: C. E. Poirier).

4. Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of a unit of employees of Smith Transport Limited, operating in and out of its Winnipeg branch (Investigating Officer: J. S. Gunn).

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## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During March, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. La Verendrye Line Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette).

2. Stanleigh Uranium Mining Corporation Limited, Algoma, and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough).

3. Ahern Shipping Company Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette).

4. Canada Cement Transport Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette).

5. Guy Tombs Marine Services Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette).

6. Davie Transportation Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officers: R. Trépanier and R. Duquette).

7. Cayuga Steamship Company Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

8. Cadwell Marine Limited, Niagara Falls, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

9. The Owen Sound Transportation Company Limited, Owen Sound, and Seafarers'

International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

10. The Shipping Federation of Canada, Inc., Saint John, N.B., and International Longshoremen's Association, Local 1720 (Conciliation Officer: H. R. Pettigrove).

11. Giant Yellowknife Gold Mines Limited and Yellowknife District Miners' Union, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

12. The Valley Camp Coal Company of Canada Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

13. Bayswater Shipping Limited, Brockville, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

14. Holden Sand and Gravel Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

15. Quebec Paper Sales and Transportation Company Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

16. Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (Conciliation Officer: G. R. Currie).

17. Pacific Tanker Company Limited, Vancouver, and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

18. Northland Navigation Company Limited and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: G. R. Currie).

## Settlements by Conciliation Officers

1. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Pilots' Association (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 174).

2. West Indies Wharf (United Keno Hill Mines Limited and Cassiar Asbestos Corporation Limited), Vancouver, and Local 509, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie) (L.G., April, p. 391).

3. Gill Interprovincial Lines Limited, Vancouver, and Local 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 174).

4. Sorel Dock and Stevedoring Company Limited and National Catholic Syndicate of

Longshoremen of Sorel, Inc. (Conciliation Officer: R. Trépanier) (L.G., April, p. 391).

## Conciliation Boards Appointed

1. Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson & Sons Limited, Colonial Steamship Lines Limited, Upper Lakes and St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited, Sincennes-McNaughton Line Limited) and the Seafarers' International Union of North America, Canadian District (L.G., April, p. 391).

2. Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson & Sons Limited, Colonial Steamship Lines Limited, Upper Lakes and St. Lawrence Transportation Company Limited, Mohawk

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The Territories of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited, Sincennes-McNaughton Line Limited) and the National Association of Marine Engineers of Canada, Inc. (L.G., April, p. 391).

### Board Reports Received during Month

1. Northern Transportation Company Limited, Edmonton, and Yellowknife Transportation Company Limited, Edmonton, and Seafarers' International Union of North America, Canadian District (L.G., April, p. 391). The text of the report is reproduced below.

2. Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and National Association of Marine Engineers of Canada, Inc. (L.G., Jan., p. 68). The text of the report is reproduced below.

3. Westward Shipping Limited (MV *Standard Service* and MV *B.C. Standard*) and Canadian Merchant Service Guild, Inc. (L.G., Jan., p. 68). The text of the report is reproduced below.

4. Westward Shipping Limited (MV *Britamerican*) and Canadian Merchant Service Guild, Inc. (L.G., Jan., p. 68). The text of the report is reproduced below.

5. Westward Shipping Limited (MV *Britamerican*) and National Association of Marine Engineers of Canada, Inc. (L.G., Jan., p. 68). The text of the report is reproduced below.

6. National Harbours Board, Port of Montreal and Seafarers' International Union of North America, Canadian District (L.G., Feb., p. 175). The text of the report is reproduced below.

### Settlements following Board Procedure

1. Ottawa Transportation Commission and Division No. 279, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., April, p. 391).

2. National Harbours Board, Port of Montreal and Seafarers' International Union of North America, Canadian District (*see above*).

## Report of Board in Dispute between

Northern Transportation Company Limited and  
Yellowknife Transportation Company Limited

and

Seafarers' International Union of North America

The Board of Conciliation and Investigation appointed to deal with the above dispute consisted of the following: Mr. John Harvie, Chairman; Mr. S. H. McCuaig,

QC, Member, representing the employers; Mr. Fred Palmer, Member, representing the union.

Representing the employers were:

*Northern Transportation Company Limited*: Mr. B. C. Whittaker, Solicitor; Mr. F. W. Broderick, General Manager; Mr. W. S. Hall, Supt. of Operations; Mr. D. Morrison, Mr. W. B. Hunter, Mr. W. McCrea, Mr. W. M. Gilchrist.

*Yellowknife Transportation Company Limited*: Mr. A. O. Ackroyd, Solicitor; Mr. D. S. Robinson, Mr. W. Smitten.

Representing the union was: Mr. R. B. Heinekey.

Pursuant to the provisions of The Industrial Relations and Disputes Investigation Act, the Board of Conciliation and Investigation held meetings in the matter of the above dispute.

Messrs. Whittaker, Ackroyd and Heinekey elaborated on their respective submissions and in the course of the hearings each was invited by members of the Board to furnish

During March, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the Northern Transportation Company Limited, Edmonton, and Yellowknife Transportation Company Limited, Edmonton, and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of John Harvie, Edmonton, who was appointed by the Minister in the absence of a joint recommendation from the other two members, S. H. McCuaig, QC, and Fred Palmer, both of Edmonton, nominees of the companies and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. McCuaig. A minority report was submitted by Mr. Palmer.

The texts of the majority and minority reports are reproduced here.



additional information. The proposals submitted by the parties were fully considered by the members of the Board and subsequently discussed at length before the formulation of this report.

Full opportunity was given to each party to make further and/or other representations as they might wish. It was unnecessary to subpoena any witnesses.

It was common ground among the three spokesmen for the parties that it would be necessary for the Board to make recommendations with regard to four matters in dispute in respect to which agreement was impossible. All concerned agreed that when the Board's recommendations were made known to the parties by the Minister, they would experience no difficulty in the drafting of agreements between the union and each employer. In the light of this advice to the Board an agreement is not being drafted which, under different circumstances, might be the responsibility of the Board.

The differences which require a finding from the Board arise under the following headings:—

1. Vancouver Hiring.
2. Union Security.
3. Union Welfare Plan.
4. Wages.

It is proposed to deal with each of these items separately.

It must be kept in mind that these companies are operating on inland waterways in the extreme northerly part of Canada. Their operations are limited to periods of from 3½ to 5½ months during the summer season. Cold weather frequently sets in suddenly in this part of Canada and necessitates the sudden suspension of operations.

It is necessary to hire a navigating personnel who are familiar with these waterways. A new pilot taken from Great Lakes or ocean operations would be useless to the employers concerned.

The prospects are that the operations commencing in the Spring of 1958 will entail the services of approximately 85 employees in the case of Northern Transportation Company Limited and 25 in the case of Yellowknife Company Limited and, as in the past, these are likely to be drawn from the North West Territories and the northerly portion of the Province of Alberta.

It has been emphasized by the Department of Northern Affairs and National Resources that these companies should provide local employment in the Territories. Many of the personnel are traders and trappers who, after the close of the Navigation Season, return to their normal work. A considerable number of Indians and half-breeds are employed and have come to depend on the wages received from these

companies to supplement their income. A considerable number of university students are also employed and it appears that the turnover in personnel is very large each year.

The union received a certification towards the close of the 1957 season and enrolled as members of the union all those who were desirous of joining for a fee of \$5.00. It is now proposed that there should be a "Closed Shop" and that all who seek employment for the summer season must join the union, pay an initiation fee of \$69.00 and \$4.00 a month for monthly dues.

There was no indication at the hearings that the union intended to establish headquarters in Alberta or the North West Territories.

It is obvious that the initiation fee and the union dues on the scale proposed would constitute a deterrent to those who would want to secure summer employment or, if paid under compulsion, would mean a heavy toll out of their summer's earnings. It was not indicated what these employees would receive for their outgo to the union.

We now proceed to deal with the four (4) points in issue:

1. *Vancouver Hiring*:—

The union proposes that hiring of employees for the operations of the two companies shall be effected at Vancouver. This policy will not support the economy of that part of the country in which the operations are carried on.

Northern Transportation has pointed out that at July 17, 1957 (the date of eligibility for voting on union certification), there were 75 men employed as deckhands, pilots, cooks and oilers, but only one man whose home was in Vancouver and who was hired in Edmonton; 89.4% were employed from Edmonton and points in the northern part of Alberta and the North West Territories.

The proposal of the union, if acceded to, would entail the employers providing transportation to and from Vancouver for men who can be employed along the routes of the operations and who are available locally. The cost of transporting men by first class rail, to and from Vancouver-Edmonton would amount to approximately \$100.00 per man, each spring and fall and for plane transportation to and from Edmonton-Waterways \$38.00, Edmonton-Forth Smith \$76.00 and Edmonton-Bear River \$190.00.

The proposal, if put in effect, would gradually if not immediately supplant personnel available in Alberta and the North West Territories by members of the union residing at the coast.

Therefore, the Board does not recommend Vancouver Hiring.

## 2. Union Security:—

The Board of Conciliation and Investigation does not recommend a "closed shop arrangement" and further that the proposed initiation fee of \$69.00 be not enforceable against employees of this type.

The Board does, however, recommend that the union be entitled to collect \$4.00 per month of thirty (30) days from each employee whether a member of the union or not and that deductions on this basis be made by the employers and paid quarterly to the union.

In the opinion of the members of the Board, an initiation fee of this amount, while it may represent a worthwhile investment for seamen on the Great Lakes and on the Atlantic and Pacific Oceans, is out of proportion for those serving short periods of employment in summer operations in Northern Canada.

## 3. Union Welfare Plan:—

Each of these employers maintains a welfare plan which is wide and of decided advantage to the employees. The members of the Board see no justification for imposing on the employer payment of a monthly fee to the union which would not necessarily be used by the union to supplement the welfare benefits already provided for by the employers.

It does not seem reasonable that a good all-round welfare plan furnished by each of the employers should not suffice.

Therefore, the Board does not recommend the Union Welfare Plan.

## 4. Wages:—

The wage proposals set out hereunder involve the Yellowknife Transportation Company Limited in very substantial outgo over and above what it has been faced with in previous years. This company is a comparatively small operation, closely controlled. The members of the Board were informed that any earnings of the company were re-invested in improved equipment and that this policy had been followed for many years in enabling the Company to develop into its present size. Yellowknife Transportation Company Limited must compete with the other company, which is Crown-owned.

It is hoped that the increase recommended in the wage scale will not have the effect of imperilling the financial position of Yellowknife Transportation, for it is too much to expect that authorization could be obtained for increases in transportation charges which would become effective during the coming season.

The Board of Conciliation and Investigation recommends that senior pilots be given a guarantee of six months' employment,

except in the case of those who operate on Great Bear River, who shall have four months' guarantee. All other personnel other than senior pilots shall be on a monthly basis with an eight-hour day. Messboys shall be on a 12-hour day.

The following wage scale is recommended by the Board:—

	per month
Senior Pilots .....	\$525.00
Junior Pilots .....	450.00
Cooks .....	400.00
Oilers .....	285.00
Deckhands .....	275.00
Messboy .....	275.00

The Board further recommends that all these employees shall be provided with free board and shall be allowed statutory holidays, annual leave and time off on the basis heretofore existing.

It was explained that employees were paid additional for cargo work time and it is the Board's recommendation that the hourly allowance for this work effective in the 1958 operations be at the rate of \$1.25 per hour.

All of which is respectfully submitted.

Dated at Edmonton, Alberta, this 14th day of March, A.D. 1958.

(Sgd.) J. HARVIE,  
Chairman.

(Sgd.) S. H. McCUAIG,  
Member.

## MINORITY REPORT

As Member of the Board of Conciliation and Investigation, I beg to advise that I do not concur with the recommendations as contained in the majority award of the said Board and hereby submit the following recommendations:—

### 1. Vancouver Hiring:

For the purpose of hiring personnel for the two companies concerned, namely, Northern Transportation Company Limited, Edmonton, and Yellowknife Transportation Company Limited, Edmonton, it is my understanding, from further information received, that the union would consider establishing an office in Edmonton for the summer months and under these circumstances, I would recommend the following clause be included in the agreement:—

(a) The Company recognizes the union as the duly certified sole collective bargaining agent for all unlicensed personnel specified herein employed in the Deck, Engineerroom, Stewards Department and Pilots of all ships owned and/or operated by the Company, except that it is understood and agreed that this agreement does not affect nor cover licensed personnel.

(b) The Company agrees that during the period this agreement is in effect all unlicensed personnel to be hired shall be requested through the office of the union in Edmonton, Alberta.

(c) The actual selecting, hiring and dismissal of seamen shall be in the discretion of the Master, and/or Chief Engineer of the vessel and rejections shall be for valid reasons.

(d) If the union fails, or is unable, to fill a request for unlicensed personnel, the Company or its representatives shall be free to engage such unlicensed personnel.

(e) The union agrees to co-operate fully with the Master and/or Chief Engineer in obtaining well-qualified, reliable seamen to fill vacancies as they occur.

### 2. *Union Security:*

I recommend the clause proposed and submitted by the union be included in the agreement, as follows:

(a) The Company agrees to maintain in their employ only members of the union in good standing. "Good Standing" is here interpreted to mean that a member is not in arrears as to union dues, or has not been expelled by the union. The union agrees that this clause shall not be invoked in such manner as to penalize or cause inconvenience to the Company.

(b) *Check-off.* The Company agrees to deduct monthly dues and assessments in the amount as established by the union and remit same to the union for all employees covered by this agreement. It is further agreed that initiation fees will be deducted and remitted to the union upon authorization to do so from the employee concerned.

### 3. *Union Welfare Plan:*

I recommend the clause proposed and submitted by the union be included in the agreement, as follows:—

The Company agrees to contribute an amount equivalent to twenty cents (20c.) per man per payroll day to the Seafarers' Welfare Plan. Such sums shall be remitted to the union monthly.

### 4. *Wages:*

I recommend the following wage scale be included in the agreement:—

	per month
Senior Pilots .....	\$525.00
Junior Pilots .....	450.00
Cooks .....	400.00
Oilers .....	310.00
Deckhands .....	300.00
Messboy .....	300.00

It is further recommended that all Senior Pilots, except those who operate on the Great Bear River, be given a guarantee of six months wages.

The undersigned further recommends the following overtime rates apply:—

	per hour
Senior Pilots .....	\$3.68
Junior Pilots .....	3.15
Cooks .....	2.70
Oilers .....	2.16
Deckhands .....	2.10
Messboy .....	2.10

The undersigned also recommends that personnel covered by the agreement receive an additional remuneration equivalent to 40% of their total earnings at the conclusion of the operating season in lieu of time off for Saturdays, Sundays and statutory holidays.

All of which is respectfully submitted,

Dated at Edmonton, Alberta, this 19th day of March, 1958.

(Sgd.) FRED PALMER,  
Member.

## Report of Board in Dispute between

Westward Shipping Limited, Vancouver

and

Canadian Merchant Service Guild, Inc., and

National Association of Marine Engineers of Canada

### *MV Britamerican*

I have the honour to submit the report of the Board of Conciliation and Investigation established under the provisions of the Industrial Relations and Disputes Investigation Act 1948 and amendments thereto. The members of the Board are Mr. E. Hop-

kins, nominated by the unions, Mr. R. A. Mahoney, nominee of the company, and Mr. F. E. Harrison, Chairman. Sittings of the Board were held at Vancouver on December 19, 1957, January 29, March 13, 18, 20, 21 and 24, 1958.

During March, the Minister of Labour received the unanimous reports of four Boards of Conciliation and Investigation which had been appointed to deal with matters in dispute between the National Association of Marine Engineers of Canada, Canadian Merchant Service Guild, Inc. and Westward Shipping Limited (MV *Standard Service*, MV *B.C. Standard* and MV *Britamerican*), Vancouver. All four Boards were under the chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of joint recommendations from the other two members R. A. Mahoney and E. Hopkins, both of Vancouver, the nominees of the company and unions respectively to the four Boards. The texts of the unanimous reports are reproduced here.

The parties involved were represented as follows:

*Westward Shipping Limited*: Mr. D. Murray Williams, General Manager; Mr. Jack Lord, Secretary.

*National Association of Marine Engineers of Canada*: Mr. Denis McKeown, Mr. F. McLeod, Mr. E. Bjarnason, Statistician.

*Canadian Merchant Service Guild, Incorporated*: Captain Ernest Meadows, Captain Jack Leonard, Mr. G. Bullock, Secretary.

The matters at issue affect licensed personnel employed by Westward Shipping Limited on one ship engaged in the transportation of oil products on the Pacific Coast.

The number of deck officers and marine engineers employed on the MV *Britamerican* is as follows:

*Number Deck Officers*—5 and Master

*Number Marine Engineers*—6 and Chief Engineer

The Master and Chief Engineer are not involved in the dispute.

The present agreement between the National Association of Marine Engineers of Canada and Westward Shipping Limited is dated June 1st, 1956. It expires on the 31st of May 1958 and contains the following provision:—

Clause 16—*Termination*—

This agreement covering rates of pay and working conditions shall be effective from the first day of June, 1956, and shall continue in force until the 31st day of May, 1958, and thereafter until revised, amended, or terminated subject to sixty (60) days' notice in writing from either party thereto with however the following proviso:

That this agreement may be re-opened once only, subject to sixty (60) days' notice in writing prior to the 31st of May, 1957, for discussion and adjusting of wages only.

The present contract between Westward Shipping Limited and Canadian Merchant Service Guild, Incorporated is dated June 1, 1956 and contains the following provision:—

Clause 17—*Termination* —

This agreement shall be effective from the first day of June, 1956 and shall continue in force until the thirty-first day of May 1958, and thereafter shall automatically be renewed from year to year, provided however, that this agreement may be terminated at any time after the thirty-first day of May 1958 on two months notice by either party hereof, provided that either party may on thirty days' clear notice require the other party to enter into negotiations in good faith and make every reasonable effort to secure such renewal; provided also that this agreement may be re-opened once only, subject to sixty days' notice in writing prior to the thirty-first day of May 1957 for the discussion of wages only.

The unions gave notice to the company, in accord with the provisions of the "Termination" clauses mentioned, of their intention to seek a revision of the agreements regarding the following items:—

1. An increase in the present wage structure relating to licensed personnel as follows:

*Britamerican*

Position	Present Pay	Proposed Demands	Percentage Increase
1. Mate/2 Engineer	\$430	\$525	22%
2. Mate/3 Engineer	\$384	\$466	21%
3. Mate/4 Engineer	\$350	\$433	24%

2. Classification of the vessel on a power-tonnage basis for the purpose of determining a mutually acceptable foundation upon which to base an equitable wage structure affecting deck and engineer officers.

Careful consideration has been given by the members of the Board to the submissions offered by the parties concerned. Every opportunity was afforded to present their arguments which were ably prepared and most informative.

The Board commends both parties for the amicable relations which have existed between them over the years and is confident that they will continue in the future.

The Board has carefully examined the submissions made on behalf of both parties and recommends as follows:—

(1) That the present agreements between Westward Shipping Limited and National Association of Marine Engineers of Canada and Canadian Merchant Service Guild, Incorporated be extended so as to expire on December 31, 1959.

(2) That an increase of thirteen (13) per centum be granted by Westward Shipping Limited to all licensed personnel based

upon the existing wage structure and to be effective from September 1, 1957.

(3) That an additional advance of seven (7) percentum be awarded to all licensed personnel based upon the wage rates in force prior to September 1, 1957. This increase to be effective from September 1, 1958 and is to continue until the expiry of the extended agreement.

(4) The Board has given serious consideration to the requests of the representatives of the unions for the reclassification of this vessel on power-tonnage basis. This problem is one that is quite involved and will require the most careful investigation and consideration. It is, therefore, probable that such inquiry will need several months to determine a solution. In the circumstances the Board, therefore, strongly recommends that a joint committee be established to make a thorough and comprehensive inquiry as to the most efficient method of reclassification of the vessel affected. It is further recommended that the committee consist of four (4) members, two (2) to be chosen by the unions concerned and two (2) appointed by the company. The committee should be prepared to submit its report to both parties within a period of six months of its establishment.

Respectfully submitted,

(Sgd.) F. E. HARRISON,  
Chairman.

(Sgd.) E. HOPKINS,  
Member.

(Sgd.) R. A. MAHONEY,  
Member.

#### **MV Standard Service, MV B.C. Standard**

The Board of Conciliation established in this dispute, consisting of R. A. Mahoney, nominee of the employers, E. Hopkins, nominated by the unions, and F. E. Harrison, Chairman, commenced hearings at Vancouver, B.C., on December 13, 1957. Subsequent meetings were held on December 19, March 13, 18, 20, 21 and 24 and also January 29, 1958.

At the meetings with the Board, the Canadian Merchant Service Guild, Incorporated was represented by Captain Ernest Meadows, Captain Jack Leonard and Mr. George Bullock, Secretary. The National Association of Marine Engineers of Canada had as its representatives Mr. Denis McKeown, Mr. F. McLeod, member of the executive committee, and Mr. E. Bjarnason, Statistician. Mr. D. Murray Williams, General Manager, and Mr. Jack Lord appeared on behalf of Westward Shipping Limited.

The matters under dispute relate to licensed personnel employed on vessels operated by Westward Shipping Limited, both of which are engaged in the transportation of oil products on the Pacific Coast.

The deck officers and marine engineers employed on these vessels are as follows:—

*Name of Vessel*  
"Standard Service"  
"B.C. Standard"

#### *No. of Deck Officers*

5 and Master

5 and Master

Total

12 Deck Officers

#### *No. of Marine Engineers*

6 and Chief Engineer

4 and Chief Engineer

12 Marine Engineers.

The Masters and Chief Engineers are not involved in the dispute.

The agreement between the Canadian Merchant Service Guild, Incorporated and Westward Shipping Limited relating to deck officers employed on the MV *Standard Service* and MV *B.C. Standard* is dated June 1, 1956 and expires on the 31st day of May, 1958.

That contract contains the following:—  
Clause 17—*Termination*—

This agreement shall be effective from the first day of June 1956, except as noted in Clause No. 2 (B) and 3 (B) of this agreement, and shall continue in force until the 31st day of May, 1958, and thereafter shall automatically be renewed from year to year, provided however, that this agreement may be terminated at any time after the 31st day of May, 1958 on two months' notice by either party hereof, provided that either party may on thirty (30) days' clear notice require the other party to enter into negotiations in good faith and make every reasonable effort to secure such renewal; provided also that this agreement may be re-opened once only, subject to sixty (60) days' notice in writing prior to the 31st of May 1957, for the discussion of the following points and none other:—

1. Wage rates on the MV *Standard Service* and MV *B.C. Standard*
2. Hours of labour and weekly leave on MV *Standard Service* only
3. Meal hour relief and/or overtime for meal hour on MV *Standard Service* only.

The agreement between the National Association of Marine Engineers of Canada and Westward Shipping Limited with regard to engineer officers employed on the MV *Standard Service* and MV *B.C. Standard* is

dated June 1, 1956. It expires on May 31, 1958 and contains the following clause:—

Clause 18—*Termination*—

This agreement covering rates of pay and working conditions shall be effective from the first day of June, 1956, and shall continue in force until the 31st day of May 1958, and thereafter until revised, amended or terminated, subject to sixty (60) days notice in writing from either party thereto with, however, the following proviso:

That this agreement may be re-opened once only, subject to sixty (60) days notice prior to the 31st day of May 1956, for the discussion of the following points and none other:—

- (1) Wage rates on the MV *Standard Service* and *B.C. Standard*
- (2) Hours of labour and weekly leave on MV *Standard Service* only
- (3) Meal hour relief and/or overtime for meal hour on MV *Standard Service* only.

In accordance with the provisions of the "Termination" clauses mentioned above, the unions involved gave notice to the company of their intention to request a revision of the present contracts with respect to the following items:—

1. An upward revision of the existing wage rates for all licensed personnel employed on the vessels concerned as follows:—  
"Standard Service"

Position	Present rates of Pay	Union's Demands	Percentage Increase
1 Mate/2 Engineer	\$430	\$546	27%
2 Mate/3 Engineer	\$384	\$485	26%
3 Mate/4 Engineer	\$350	\$451	29%

"B.C. Standard"

1 Mate/2 Engineer	\$419	\$503	20%
2 Mate	\$370	\$447	21%

2. Classification of the vessels on a power-tonnage basis for the purpose of determining a mutually acceptable foundation upon which to base an equitable wage structure with regard to deck and engineer officers.

2. Meal hour and/or overtime pay for the meal hour on the MV *Standard Service* only.

The Board has carefully considered the evidence offered by the company and the unions. The submissions were oral and written. They were ably prepared and presented and of valuable assistance to the members of the Board in reaching their decisions. Full opportunity was offered the interested parties to present their views and to answer the submissions made in opposition.

The recommendation of the Board with reference to the matters referred to it are as follows:—

(1) That the present agreements between the Westward Shipping Limited and the National Association of Marine Engineers of Canada and the Canadian Merchant Service Guild be extended so as to expire on December 31, 1959.

(2) That an increase of thirteen (13) per centum be granted by Westward Shipping Limited to all licensed personnel based upon the existing wage structure and to be effective from September 1, 1957.

(3) That an additional advance of seven (7) per centum be awarded to all licensed personnel based upon the wage rates in force prior to September 1, 1957. This increase to be effective from September 1, 1958 and is to continue until the expiry of the extended agreement.

(4) That the request for compensation for relief in the evening meal hour on the MV *Standard Service* be referred back to the parties to be resolved. That in resolving this question, the parties use as a guide the prevailing practice on other west coast vessels.

(5) The Board has given serious consideration to the requests of the representatives of the unions for the reclassification of these vessels on power-tonnage basis. This problem is one that is quite involved and will require the most careful investigation and consideration. It is, therefore, probable that such inquiry will need several months to determine a solution. In the circumstances the Board, therefore, strongly recommends that a joint committee be established to make a thorough and comprehensive inquiry as to the most efficient method of reclassification of the vessels affected. It is further recommended that the committee consist of four (4) members, two (2) to be chosen by the unions concerned and two (2) appointed by the company. The committee should be prepared to submit its report to both parties within a period of six months of its establishment.

The Board wishes to express its appreciation to the representatives of the two unions and the company for their co-operation during the hearings.

It also records with pleasure the cordial relations which exist between the parties concerned.

Respectfully submitted,

(Sgd.) F. E. HARRISON,  
Chairman.

(Sgd.) E. HOPKINS,  
Member.

(Sgd.) R. A. MAHONEY,  
Member.

# Report of Board in Dispute between

National Harbours Board, Port of Montreal

and

Seafarers' International Union of North America

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with matters in dispute between the National Harbours Board, Port of Montreal, and the Seafarers' International Union of North America, Canadian District. The dispute affects 51 employees.

The report of the Board reads as follows:

"The Members of the Board met and declared that their responsibility had been discharged in that through their good offices the Union and the Harbours Board had agreed to all matters in dispute, which is exemplified by a Collective Labour Agree-

ment having been signed on the 21st day of March, 1958, copy of which is hereto attached."

The collective agreement, which is effective March 21, 1958 to December 31, 1959, provides for a general 20-per-cent increase in wages to the employees of the floating equipment and in addition a further 5-per-cent increase for the employees on the tugs.

The Board was under the Chairmanship of Norman Genser, QC, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, K. G. K. Baker and Bernard Boulanger, both of Montreal, nominees of the company and union respectively.

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## Employee Can't Return to Work before Leave Ends, Board Decides

An employee who applied for, and was granted, a six-month leave of absence without pay in accordance with the terms of a collective agreement was not entitled to demand reinstatement before the end of his leave, the Saskatchewan Labour Relations Board decided in a recent case.

The employee applied for leave of absence for six months to try another job, because, he said, the company was unable to give him steady work during the spring and summer.

Under the agreement, the company had agreed to allow leave of absence without pay for a maximum period of one year, with maintenance of seniority rights during the period of absence, to an employee who could show good and sufficient reason.

After being absent for three months, the employee returned and asked to be put back on the payroll the next day. The company refused, contending that the employee was not entitled to return to work until after the expiration of the full six months leave. The union contended that the company's refusal to reinstate the employee on demand constituted a violation of his seniority rights under the agreement.

The parties agreed to submit the dispute to the Board. The majority of the Board decided that the employee's seniority rights had been in no way interfered with, but were merely suspended for the duration of his leave of absence, at the end of which he would be entitled to return to his job.

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## Negotiated Vacations in N.Y. State

Three quarters of the employees in New York state whose vacation varied in length of service in 1956 were entitled to a maximum of at least three weeks a year, according to the findings of a study conducted by the state Department of Labour. Such graduated plans applied to 84 per cent of the 1,400,000 employees covered by the 913 agreements in force in 1956 covered by the survey.

While the qualifying periods of service varied widely, more than half of the agreements which provided a three-week vacation required a minimum of 15 years service to qualify. Four-week vacations

were granted to only 14 per cent of the workers under this type of plan, the most frequent length of service required to qualify for this length of vacation being 25 years.

Under the graduated arrangement practically all the employees affected were eligible for a vacation of one week after six months or one year on the job. Two-week periods were provided in most of the agreements, and they required a qualifying period of service of from one to five years. Of the workers in establishments that provided a two-week vacation, 25 per cent needed one year of service to qualify, while another 25 per cent required five or more years.

# COLLECTIVE AGREEMENTS

## Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, orders in council during January, February and March made binding a number of changes in wage rates, hours, overtime, vacations with pay and paid holidays.

One significant change occurred in the agreement governing the garage industry at Montreal. It resulted in the elimination of Sunday work for service men employed in gasoline service stations.

In the construction industry at Montreal, new special provisions dealing only with the electrical trade increased the minimum rates for journeymen electricians from \$2 to \$2.10 an hour effective January 18. Another identical increase, effective March 1, made the new rate \$2.20 an hour. Weekly hours were unchanged at 40; the rate for vacations with pay was increased from 2 to 4 per cent of gross pay.

In the construction industry at Sherbrooke, new special provisions increased the minimum wage rates for pipe mechanics and steamfitters, welders, oil burner mechanics, gasoline pump mechanics, stoker mechanics and tinsmiths from \$1.70 to \$1.80 an hour

in Zone I; \$1.60 to \$1.70 in Zone II. Two deferred increases of 5 cents an hour will become effective October 1, 1958, and January 1, 1959, respectively.

In the garage and service station industry at Montreal, minimum wage rates of journeymen were increased by 15 cents and now range from \$1.20 an hour for third class mechanics to \$1.55 an hour for first class mechanics; minimum rates for service men were increased from 70 to 80 cents an hour. Weekly hours during July and August only were reduced from 49 to 45 for journeymen, from 60 to 54 for day servicemen, and from 72 to 60 for night servicemen. Paid holidays were increased from five to six by the addition of Thanksgiving Day. As indicated above, no work will be done by service men employed in gasoline stations between midnight Saturday and midnight Sunday.

Other industries and trades affected by changes in wage rates, hours, etc., included the hard furniture industry throughout the province, the barbering and hairdressing trades at various locations in the province, and the retail fur industry at Montreal.

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## Industrial Standards Act, Ontario; Alberta Labour Act

During January, February and March nine new schedules were made binding and one existing schedule was amended under the Industrial Standards Act in Ontario; one schedule was amended under the Alberta Labour Act.

In Ontario, a new schedule for carpenters at Ottawa increased the 1953 rate of \$1.75 to the new rate of \$2.05 an hour until April 30; \$2.15 an hour from May 1. Weekly hours were unchanged at 40. Other provisions now include premium pay for night work performed on a job completed in less than a three-day period.

Also at Ottawa, a new schedule for plumbers replaces the 1955 rate of \$2.15 with the new rate of \$2.40 an hour until July 31; \$2.55 an hour from August 1. Weekly hours were unchanged at 40.

At Hamilton, minimum rates for painters and decorators were increased over the 1953 rates of \$1.75 for spray-painting, \$1.70 for paperhanging and \$1.65 an hour for brush painting and other work to the new rates of \$2 an hour for spray-painting and \$1.90 an hour for all other work, effective until June 15. Deferred increases, one of 15 cents an hour and one of 10 cents an hour will become effective on June 16, 1958, and June 16, 1959, respectively. Weekly hours were unchanged at 40; double time for work in excess of regular working periods and during the first eight hours on a holiday, triple time for work in excess of eight hours on a holiday (previously time and one-half for work in excess of regular hours) and double time (for holiday work).

*(Continued on page 519)*



# LABOUR LAW

## Legal Decisions Affecting Labour

Alberta court quashes certification order. British Columbia court awards damages against a union for a breach of Labour Relations Act

The Supreme Court of Alberta in *certiorari* proceedings held invalid a certification order on the ground that the order was based on an error in law.

Following an interlocutory ruling that a trade union can be sued in its own name for breach of the Labour Relations Act, Mr. Justice Clyde of the Supreme Court of British Columbia found the union liable in damages for wrongful acts of its officers under the Labour Relations Act and also granted an injunction restraining the union from interfering with the plaintiff's business.

### Supreme Court of Alberta . . .

. . . quashes certification order on the ground that the Board of Industrial Relations erred in law

On October 23, 1957, the Supreme Court of Alberta in *certiorari* proceedings quashed a certification order issued by the Alberta Board of Industrial Relations.

The Court held that the Board erred in law in refusing to consider as employees of the company men employed immediately before the application for certification was made, in not inquiring whether the union applying for certification had been selected by a majority of the employees to be their bargaining agent, and in denying itself a jurisdiction to inquire into all facts which in its opinion were material to the application.

The circumstances of the case, as related by Mr. Justice Egbert in his reasons for judgment, were as follows:

Gordon Riley Transport Ltd. is a trucking company operating in Edmonton. It normally employs between 35 and 50 truckers and swampers, many of whom cannot be called permanent employees, and the personnel of the company constantly changes.

On Saturday, March 23, 1957, the company laid off approximately two thirds of its employees because of a road ban imposed by the province. On the following Monday, March 25, Local 514 of the International Brotherhood of Teamsters,

Chauffeurs, Warehousemen and Helpers of America applied to the Board for certification as the bargaining agent of a unit of employees consisting of all truckers and swampers.

To determine the merits of the application the Board ordered an investigation to be made on April 10. This investigation was confined to an examination of the company's records as of March 26, the date of receipt of the application for certification, and the investigator reported that on that date the number of employees in the "unit" was 14. Of these 14, nine were members of the union. The investigator made no investigation of the number of employees during the previous week, or of the number on April 10, the date of investigation.

On April 24 the Board held a hearing at which the solicitor for the employer requested that a vote of the employees be taken in accordance with the provisions of the Act, but this request was not granted. As the result of this hearing the Board decided to certify Local 514 of the Teamsters Union as the bargaining agent of the unit.

On April 25 the Board issued written reasons for its decision, in which it stated, *inter alia*, that the company, at the hearing on April 24, had objected to certification on the grounds that, due to the layoff of a large number of employees on Saturday, March 23, the number of employees on the payroll as of the date of application, namely, March 26, was not indicative of the number of employees normally on the payroll, and that an application for certification should not be considered until such time as a normal peak complement of from 40 to 50 employees were on the job.

The Board, however, stated that it was of the opinion "that it cannot project itself into the future and must deal with

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

the application on the basis of the facts as they existed on the dates of the application and the board's investigation". Further, the Board added:

The applicant, on those dates, had a majority of the employees in the unit as members in good standing and in accordance with its policy and pursuant to sec. 59f (c) of the *Alberta Labour Act*, the board shall certify the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, as bargaining agent for the unit of employees applied for and described herein employed by Gordon Riley Transport Limited, Edmonton, Alberta.

The company applied by way of *certiorari* to quash the certification order.

In reviewing the position of the parties concerned, Mr. Justice Egbert stated that the questions to be settled by the Court were, first, whether or not the Board misconstrued its powers and functions, so that its decision was founded on an error in law, and, second, whether, if that were the case, the Board's order should be quashed.

Dealing with the first question, the Court noted that the Board took the position that it was bound to deal with the application on the basis of the number of employees employed on March 26, and rejected the request to consider the situation which existed in the immediate past, or the situation which would exist in the immediate future. The question arose as to whether the Board erred in law in taking this position.

In answering this question, Mr. Justice Egbert noted that the Board entirely overlooked Sec. 55 (2) (a), which reads:

s. 55 (2) A person shall be deemed to be an employee within the meaning of and for the purpose of this Part

(a) during the period an application for the certification of a bargaining agent is being considered and until the application has been disposed of, . . . . . where such person was an employee immediately before the application referred to in (a) . . . . .

This section provides that during the period when an application for certification is pending a person shall be deemed to be an "employee" when he was an employee immediately before the application. Apparently the Board took the position that "immediately before" meant within a period of two days before—in this case March 24 and 25, as the application was received on March 26. If the Board made such a statement it was clearly wrong in law.

It was quite clear that the Board did not regard as employees those men employed prior to March 23 who were temporarily dismissed on March 23. The Court

noted that March 24 was a Sunday, and that the application was dated March 25, therefore the majority of the employees had been laid off on the last working day prior to the date of application. Mr. Justice Egbert had no doubt that the men so laid off were "employees immediately before the application" within the meaning of Sec. 55 (2) (a). He considered therefore that the Board had erred in not holding these men to be employees entitled to notice of and to vote at any meeting called for the purpose of electing a bargaining agent pursuant to Sec. 58. The Board should have acceded to the company's request and included these employees in the unit as it is authorized to do by Sec. 62 (2) and required to do by Sec. 55. It should have directed the taking of a vote under its supervision as authorized by Sec. 63.

Another point, in the opinion of the Court, entirely overlooked by the Board was the effect of Sec. 61 of the Act. This section outlines the matters into which the Board "shall" enquire on such an application. The Board apparently inquired into those matters outlined in clauses (a) and (b) and determined that the union was a proper bargaining agent, and that the unit of employees was a proper unit for collective bargaining. But there remained clause (c) of Sec. 61, which reads:

s. 61 . . . . .The Board shall inquire. . . . .  
(c) into whether the trade union has been selected by a majority of the employees in the unit. . . . .

As the persons employed on March 22 or March 23 were "employees" within the meaning of Sec. 55 (2), the Board in refusing to take these employees into account failed to inquire whether the union had been selected by a majority of the employees in the unit as required by Sec. 61 (c). This constituted another error in law.

The Court found another error in law in the fact that the Board denied to itself a jurisdiction which is clearly conferred upon it by Sec. 61 (d) to enquire into *all* facts which in its opinion are material. Section 61 (d) provides that the Board "shall" inquire into "any other question of fact that is in the opinion of the Board material in considering the application for certification of a bargaining agent". The question of who were or were not employees immediately prior to the application was a fact material in considering the application. The same could be said regarding the question of who were in all probability likely to become employees a week later. The statute only requires the Board to inquire into facts which "in the opinion of the Board" are material to the consideration of the

application. If the Board had said in respect to the future, "in our opinion these facts are not material" or, "we have considered these facts and nevertheless grant the application" then the Court would be powerless as the Board would have exercised a discretion which could not be disturbed. However, instead of doing this, the Board said: "The Board is of the opinion that it cannot project itself into the future and must deal with the application on the basis of the facts as they exist on the date of the application and the Board's enquiry". By making this statement the Board denied itself a jurisdiction conferred upon it by Sec. 61 (d) and this was an error in law.

The Board not only refused to consider the imminent future but also the immediate past and therefore was in error in view of the definition of employee contained in Sec. 55 (2). In the opinion of the Court, the Board is not limited to a consideration of "the facts as they exist on the date of the application" but may, and in fact, must, consider the facts as they existed immediately prior to the date of application.

Mr. Justice Egbert then dealt with the second question, namely, whether, the Board having erred in law, the Court had power to intervene and set aside its erroneous decision.

Counsel for the Board and the union contended that the certification of the union was a matter for the Board's discretion and the Court should not interfere with the exercise of this discretion.

Mr. Justice Egbert admitted that the Court cannot interfere with the mere exercise of a discretion by an administrative board, but stated that the Court may intervene if the discretion is exercised upon some wrong principle of law. He referred to *Re Rex v. Northumberland Compensation Appeal Tribunal* (1952) where the English Court of Appeal held that *certiorari* to quash the decision of a statutory tribunal lies not only where the tribunal has exceeded its jurisdiction, but also where an error in law appeared on the face of the record. Denning L. J., answering the argument that a court should not assign to itself an appellate jurisdiction with which it has not been endowed, said:

The answer to this argument, however, is that the Court of King's Bench has an inherent jurisdiction to control all inferior tribunals, not in an appellate capacity, but in a supervising capacity. This control extends not only to seeing that the inferior tribunals keep within their jurisdiction, but also to seeing that they observe the law. The control is exercised by means of a power to quash any determination by the tribunal which on the face of it, offends against the law, . . . . . When the King's Bench exercises

its control over tribunals in this way, it is not usurping a jurisdiction which does not belong to it. It is only exercising a jurisdiction which it has always had.

Later, referring to the scope and purpose of *certiorari* and the wide powers of the Court of King's Bench in *certiorari* proceedings, Lord Justice Denning said:

Of recent years the scope of *certiorari* seems to be somewhat forgotten. It has been supposed to be confined to the correction of the excess of jurisdiction, and not to extend to the correction of error of law, and several learned judges have said as much. But the Lord Chief Justice has in the present case restored *certiorari* to its rightful position and shown that it can be used to correct errors of law which appear on the face of the record even though they do not go to jurisdiction . . . . . Until about one hundred years ago *certiorari* was regularly used to correct errors of law on the face of the record. It is only within the last century that it has fallen into disuse, and that is only because there has, until recently, been little occasion for its exercise. Now with the advent of new tribunals and the plain need for supervision over them, recourse must once again be had to this well-tried means of control.

In the opinion of the Court in the case at bar, the purpose of the *Alberta Labour Act* is to ensure fair dealing between employer and employee. It would not be fair if either the employer or employee were permitted to take advantage of an abnormal temporary situation and to gain a right, privilege or advantage which he would not otherwise have had. In this case the union, having a minority of members among the employees in this unit, was quick to seize unfair advantage of a temporary situation in order to become the bargaining agent of a group of employees, the majority of whom were non-union men.

In the opinion of the Court it was the plain duty of the Board (unless it was prevented from doing so by some provision of the statute, which was not the case) to ensure that no such unfair advantage was obtained, particularly when the power to take such step is plainly contained in the statute.

In conclusion the Court held that the record in the case disclosed an error in law on the part of the Board, an error on which the Board's decision was based, and the Court ordered the certification order to be quashed.

*Gordon Riley Transport Limited and Board of Industrial Relations (Alberta)*, (1958) 24 W W R, Part 6, p. 273.

### Supreme Court of British Columbia . . .

. . . awards damages against a union for a breach of the British Columbia Labour Relations Act

On November 29, 1957, the Supreme Court of British Columbia, in an action

against a trade union as a legal entity under the British Columbia Labour Relations Act, awarded damages against the union and granted an injunction restraining the union from further interfering with the plaintiff's business.

This decision followed a previous one in the same dispute when Mr. Justice Wilson of the Supreme Court of British Columbia ruled on December 5, 1956 that Local 213 of the International Brotherhood of Teamsters might be sued in its own name if the cause of action was a breach of the Labour Relations Act, and be subject to the court ruling in connection with a motion for an injunction against unlawful interference with business activities of an operator of a trucking business, Therien, the plaintiff in the case at bar (L.G., June 1957, p. 718).

Mr. Justice Clyne recalled the facts of the case: the plaintiff's allegations that the defendant union unlawfully interfered with his occupation and livelihood and with the conduct of his business, and his claims for damages. On the other hand, according to the evidence of the secretary-treasurer of the union, it was the policy of the union that every truck must be driven by a union driver, even if it was being operated by an owner-driver under contract. Consequently, in spite of the fact that Therien was himself an employer, the union would accept him into its membership.

In the opinion of Mr. Justice Clyne, the actions of the union were illegal as contrary to sections 4 and 6 of the Labour Relations Act. Furthermore, in seeking to deprive Therien of the right to drive his own truck, and since he being an employer was by law prevented from joining the union, the union was endeavouring to prevent him from earning his own living and was contravening Section 5 (2) of the Act, which reads:

No trade union and no person acting on behalf of a trade union and no employee shall support, encourage, condone, or engage in any activity that is intended to or does restrict or limit production or services.

The union sought to justify its action by reference to the collective agreement between the City Construction Company Limited and itself, which contained the following clauses:

*Clause 3—Extent*

This Agreement shall cover all construction work undertaken in the province of British Columbia. The terms of this Agreement shall apply to all contractors or sub-contracts let by the contractor. It shall be the duty of the contractor to inform all sub-contractors of the conditions and wages of the Labour Agreement.

*Clause 10—Union Shop*

When truck drivers are required, competent union men, members of Local No. 213, shall be hired. When competent Local No. 213 union men are not available, then the employer may obtain truck drivers elsewhere, it being understood that they shall join the union within thirty (30) days or be replaced by competent union tradesmen when available. It is the prerogative of the employer to hire and discharge employees. It shall not be the duty of the employer to induce non-members to join the union.

In the opinion of the Court, these clauses have reference to the employees of the City Construction Company Limited and to employees of any sub-contractor but not to a sub-contractor who himself is an employer of labour and who himself engages in the work of construction, as was the case of the plaintiff Therien. If the clauses of the agreement were intended to mean that a sub-contractor who is an employer of labour must join the union or desist from taking part in the work of construction, then they are illegal as being contrary to the provisions of the Labour Relations Act. The defendant union had no right under its contract with the company to require the company to cease dealing with the plaintiff.

Counsel for the defendant union, relying on *Allen v. Flood* (1898) A.C. 1, submitted that, notwithstanding any contravention of the provisions of the Labour Relations Act, the plaintiff's action must fail because the defendant was not guilty of any actionable wrongdoing in threatening to picket the works of the City Construction Company Limited if it continued to contract with Therien for the use of trucks driven by him. The Court, relying on *Quinn v. Leatham*, 1901, A.C. 495, was of the opinion that, if a man's right to earn his living is interfered with by a wrongful act, he has an action against the wrongdoer at common law.

Counsel for the defendant union argued that in order to create the action at common law the wrongdoer's act must be malicious; the union, in the case at bar, acted without malice and for the sole purpose of forwarding the interests of its members.

The Court disagreed with this contention. First, the word "malice" does not necessarily mean an act committed out of personal enmity or spite or some other evil motive. It means that the act is wilful, that is to say, intentionally and knowingly done.

However, in the opinion of Mr. Justice Clyne, the existence or non-existence of malice was immaterial in the circumstances of this case. In an action against an individual for injury, the whole question is

whether the act complained of was legal while motive or intent is immaterial (*Sorrell v. Smith*, (1925) A.C. 700).

The union was entitled to take such steps as it deemed proper to promote the interests of its members provided that the means which it adopted were not in themselves unlawful, and the point to be decided was whether there was just cause or excuse for the action taken. The union, in relying on the terms of its agreement with the City Construction Company Limited and in its desire to protect its own members, maintained it had just cause for requiring the plaintiff to become a member. However, neither the agreement or the furtherance of the interest of the union constituted just cause or excuse when, in endeavouring to coerce the plaintiff into joining the union, it was acting in contravention of the provisions of the Labour Relations Act.

The primary object of the union representatives was to force the plaintiff to join the union even though he was prevented by law from doing so, and by coercing him into joining by threatening to "have his truck put off the job" the union was contravening Section 6 of the Act. In pursuing its course of coercion against the plaintiff, the union threatened the City Construction Company Limited with picket lines if it continued to do business with the plaintiff. In this way the union was interfering with the plaintiff's method of gaining his living and adopted illegal means to do so, means which were made illegal under the provisions of the Act.

It would appear that mere interference by one person with another's right to seek employment is not in itself a tortious act. In order for it to be so there must be some other element, such as existed in the case at bar, of illegal means to accomplish such purpose. A distinction should be made between a harmful act done by lawful means and a harmful act done by unlawful means. If A uses unlawful means to obstruct or interfere with B in the exercise of his trade, or by unlawful means prevents others from entering into or continuing contracts with B, then A has violated a legal right belonging to B and B has a cause of action against him. This rule cannot be restricted to existing contracts, but it supports the right of a man to earn his own living from day to day and to deal with those persons who are willing to deal with him.

Another argument raised by counsel for the union was that a breach of the statute by the defendant did not give the plaintiff a cause of action for damages and that the plaintiff's remedy, if any, lay in a criminal prosecution under the sections of the Act

dealing with offences. Apparently, in counsel's opinion, a breach of Section 6 of the Labour Relations Act creates a public and not a private wrong and a civil action does not lie against the defendant on the ground of such breach.

In Mr. Justice Clyne's opinion, the plaintiff had at common law a cause of action against the defendant because his right to trade freely, which the law recognizes, had been infringed by illegal means by a method forbidden by statute. The violation, he added, of section 6 of the statute itself creates a civil liability on the part of the defendant.

In this connection Mr. Justice Duff in *Orpen v. Roberts* (1925) 1 DLR 1101 quoted from Comyns' Digest, Vol. 1, p. 442:

So, in every case, where a statute enacts, or prohibits a thing for the benefit of a person, he shall have a remedy upon the same statute for the thing enacted for his advantage, or for the recompense of a wrong done to him contrary to the said law.

Commenting on this passage, Mr. Justice Duff added that in each case it is to be determined whether the enactment relied upon was passed for the benefit of the person asserting the right to reparation or other relief. However, "the object and provisions of the statute as a whole must be examined with a view to determining whether it is a part of the scheme of the legislation to create, for the benefit of individuals, rights enforceable by action; or whether the remedies provided by the statute are intended to be the sole remedies available by way of guarantees to the public for the observance of the statutory duty, or by way of compensation to individuals who have suffered by reason of the non-performance of that duty".

In the case of *Cutler v. Wandsworth Stadium Ltd.*, (1949) 1 ALL E.R. 544, in which the House of Lords was called upon to decide whether or not the breach of a statute created a public or private wrong, Lord Simonds quoted the following passage from the judgment of Lord Kinnear, (1912) A.C. 165 in *Black v. Fife Coal Co. Ltd.*:

If the duty be established, I do not think there is any serious question as to the civil liability. There is no reasonable ground for maintaining that a proceeding by way of penalty is the only remedy allowed by the statute. The principle explained by Lord Cairns in *Atkinson v. Newcastle Waterworks Co.* and by Lord Herschell in *Cowley v. Newmarket Local Board* solves the question. We are to consider the scope and purpose of the statute and in particular for whose benefit it is intended. Now the object of the present statute is plain. It was intended to compel mine owners to make due provision for the safety of the men working in their mines, and the persons for whose benefit all these rules are to be enforced are the persons exposed to danger. But when a duty

of this kind is imposed for the benefit of particular persons, there arises at common law a correlative right in those persons who may be injured by its contravention.

Returning to the case at bar and the Labour Relations Act of British Columbia, Mr. Justice Clyne said:

While it may be said that the object of the Act was the preservation of industrial peace for the public benefit, the reading of the Act as a whole indicates an intention of the Legislature to create rights for the benefit of individuals. It deals with rights as between the individual employer and employee, the right of the individual trade union to claim certification, the rights of trade unions as between employers and as between themselves. Under sec. 3 every employee has the right to be a member of a trade union and under sec. 6 the right of the individual to join or refrain from joining a union is preserved and any coercion or intimidation which could reasonably have the effect of compelling him to become a member or to continue or to cease to be a member, is forbidden. I have no doubt that under the act an employee would have a right of action against an employer if he were dismissed because he was a member of a trade union. By the same token, I think that a person whose right of refraining from joining a union is infringed by coercion and who suffers damages thereby, has a cause of action against the person who exercises such coercion especially when he is prohibited by law from becoming a member of the union. In my view the plaintiff has a cause of action against the defendant both under the statute and at common law.

The final contention submitted on behalf of the defendant union was that the union was not a legal entity and might not be sued as such, and that the plaintiff might not rely upon the Labour Relations Act because it had not been pleaded. In Mr. Justice Clyne's opinion, these defences were no longer available to the union. In interlocutory proceedings Mr. Justice Wilson rendered a written judgment from which no appeal was taken, in which he held that the Labour Relations Act is a public general Act and therefore it was not necessary to plead it. He also held, in the words of Sloan, C.J.B.C. in *Vancouver Machinery Depot v. United Steelworkers* (No. 2), (1948) 2 WWR 480 at 482, that as the union was sued for what may be breaches of Labour Relations Act the union was and is a *persona juridica* for the purpose of this action. As no appeal was taken from Mr. Justice Wilson's judgment, it was no longer open to the defendant to question his decision and the points he had decided are *res judicata* between the parties. Consequently, the defendant union was precluded from arguing that it is not a suable entity.

Mr. Justice Wilson left open to decide at trial the question as to whether the defendant was a trade union as defined under the Act and the question as to

whether the facts of the case established breaches of the Labour Relations Act on the part of the union giving the plaintiff a cause of action. Mr. Justice Clyne decided both these points in the plaintiff's favour as matters of fact, Mr. Justice Wilson had ruled as a matter of law in interlocutory proceedings that if these facts were proved the union would be a suable entity.

Mr. Justice Clyne agreed with Mr. Justice Wilson that a union is a suable entity when it is sued in respect of breaches of the Labour Relations Act. Further, Mr. Justice Clyne was of the opinion that it is immaterial whether the cause of action arises directly from the breach of the statute or arises at common law where, as in this case, the violation of the Act is an essential ingredient in the common law action. In his opinion the cause of action in the case at bar might be regarded as arising either at common law or directly by breach of the statute. Reference was also made to *Walker v. Billingsley* (1952) 5 WWR (NS), where Mr. Justice Wilson held, following the remarks made by O'Halloran J.A. in *Hollywood Theatres Ltd. v. Tenney* (1940), that a trade union might be sued for torts covered by the Trade Unions Act.

In the case of *Orchard v. Tunney* the plaintiff brought a representative action against a union for wrongful expulsion from membership. Mr. Justice Rand of the Supreme Court in his reasons for judgment said: "Not having a contractual capacity, it follows, *a fortiori*, that a union as such cannot incur liability in tort". In the opinion of Mr. Justice Clyne, this statement must be read in the light of what Mr. Justice Rand had previously said and must be considered in regard to the nature of the dispute between the parties. According to Mr. Justice Rand, there was no contractual relationship between the plaintiff and the union itself, such relationship being between the members of the union as a group of individuals. It would appear to follow that a member of a union cannot sue the union as an entity in contract or in tort but that the responsibility for any wrongful act in relation to the internal management of the union lies upon the shoulders of the individual members who committed it.

However, in the case at bar, Mr. Justice Clyne continued, the dispute was between the union and a person outside the union. The capacity of the union to contract with third parties is created by the Labour Relations Act and the union is recognized as an entity by the statute, which gives to it certain rights, and imposes on it certain obligations. It is the recognition of the

union by statute which creates legal capacity and which distinguishes it from voluntary associations. This distinction was recognized by Mr. Justice Rand in *Orchard v. Tunney* where he said:

In the absence of incorporation or other form of legal recognition of a group of persons as having legal capacity in varying degrees to act as a separate entity and in the corporate or other name to acquire rights, incur liabilities, to sue and be sued, the group is classified as a voluntary association.

In Mr. Justice Clyne's opinion, when Mr. Justice Rand said that a union as such cannot incur liability in tort he was referring to a tort committed against a member.

In his conclusion Mr. Justice Clyne said that in the case at bar a trade union was fully recognized as an entity for the purposes of the statute and the union officials were guilty of improper acts in the carrying out of the lawful purposes of the union. They thought that they were entitled under the agreement with the City Construction

Company Limited to demand that the plaintiff join the union or cease work and the policy of the union (enunciated by its secretary-treasurer) was that all truck drivers operating under contract and employing labour themselves must join the union, irrespective of the provisions of the statute. The acts of the union officials were the acts of the union, and as they were wrongful the union was responsible to the plaintiff in damages.

The Court ruled that the plaintiff lost a valuable business connection, at least in part, and assessed his damages in this connection at \$2,500. Other damages were referred to the registrar for assessment. The plaintiff was also granted an injunction restraining the defendant union from further interfering with his business.

*Henry Therien v. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Building Material, Construction and Fuel Truck Drivers, Local No. 213, unreported.*

## Recent Regulations under Provincial Legislation

British Columbia raises minimum wages of truck-drivers, and Alberta issues first hours of work and minimum wage order for taxicab drivers

A revised trucking order in British Columbia increased the minimum wages of truck-drivers from 80 cents to \$1 an hour and of motorcycle operators from 55 to 70 cents an hour.

Among the two general and eight special orders issued recently by the Alberta Board of Industrial Relations were an order setting a minimum wage of 75 cents an hour for taxicab drivers, two orders raising the minimum rates of certain female telephone operators and of cooks in lumber camps, and a revision of the general vacation order.

Under its general power to make provision for days of rest in employment the operations of which are ordinarily continuous, the Board has laid down requirements for days of rest in relation to a work period of 24 days in highway construction, geophysical exploration, oil-well drilling and the oil-well service industry, and has ruled that cooks and certain other employees in lumber and other work camps may be allowed days of rest on an accumulated basis in respect of a period not longer than three months.

Regulations of the Ontario Hospital Commission make participation in the hospital care insurance plan mandatory for employees in a group of 15 or more employed by one employer.

### Alberta Labour Act

Ten new orders of the Alberta Board of Industrial Relations dealing with minimum wages, hours, vacations and weekly rest, approved by O.C. 188/58, were gazetted on February 28 as Regulations 39 to 48/58.

Three orders apply to employees not previously covered by special orders, one setting a minimum wage of 75 cents an hour for taxicab drivers, another permitting longer hours in the oil-well service industry and a third laying down days of rest requirements for employees engaged in oil-well drilling.

The remaining seven orders are revisions, two of which set minimum wages of \$20 a week for female telephone operators in the smaller exchanges and of 65 cents an hour for cooks in lumber camps. The revised general vacation order provides for a week's vacation with pay after a year's employment comprising 225 days.

All the orders went into force on April 1, except the order for the oil-well drilling industry (No. 28) and the order governing hours of work of female employees in the larger centres (No. 9), which took effect from date of publication (February 28).

Another order under the Alberta Labour Act dealing with after-school employment of children over 12 years was gazetted on March 15 as Alta. Reg. 70/58.

### **Hours, Minimum Wages**

#### *Taxicab Industry*

Order No. 30 (1958), the first hours of work and minimum wage order issued specially for the taxicab industry, sets a minimum wage of 75 cents an hour for drivers, including employees who are paid in whole or in part on a commission basis. Taxicab drivers who are employed for less than four consecutive hours in a day are to be paid at least \$3.

The order also exempts taxicab drivers from the hours provisions of the Act to the extent of permitting them to work up to 10 hours in a day and 60 hours in a week on a straight-time basis. This means that the minimum for a 60-hour week is \$45. For hours worked in excess of the 10- and 60-hour limits the rate is one and one-half times the regular wage.

Order 30 also exempts taxicab drivers from Hours of Work Order No. 21 (1952), which provides that hours of employees in centres with a population of 5,000 or more must be confined within a 10-hour period immediately following commencement of work; of employees in smaller centres, within a 12-hour period. Working hours of taxicab drivers must, however, be confined within the 12-hour period after beginning work.

(Three other provinces, Manitoba, Saskatchewan and British Columbia, have special provisions for taxicab drivers. In Manitoba, the Taxicab Board recently set a minimum wage of \$38 a week plus 65 cents an hour or 38 per cent of gross receipts, whichever is greater, for drivers in Greater Winnipeg hired by the week who work nine hours a day for six days a week. In Saskatchewan, the minimum is \$33 a week in the cities and larger towns and \$32 in the smaller centres, with time and one-half for overtime. In British Columbia, the minimum rate is 55 cents an hour. The overtime rate is the regular rate plus an additional 30 cents an hour for all hours worked in excess of nine in the day or 48 in the week.)

#### *Female Telephone Operators*

Order No. 4 (1958), the new minimum wage order governing female telephone operators in the smaller exchanges, replaces a wartime order (L.G. 1942, p. 1439) which set a minimum of \$14 a week for experienced operators.

The revised order applies only to public commercial telephone exchanges serving

fewer than 100 lines. The earlier order was a general order covering telephone exchanges in cities, towns and villages; rural exchanges and those serving fewer than 100 lines were exempted.

The status of an exchange will continue to be established semi-annually, but the provision providing for changes on the basis of a 10-per-cent differential above or below the 100-line exemption has been dropped.

Unlike the previous order, which set lower rates for learners, the new order does not distinguish between experienced and inexperienced employees. It provides for a weekly minimum of \$20 for operators working 40 or more hours a week and a hourly minimum of 50 cents for persons working fewer than 40 hours a week. Part-time employees working less than two hours a day are now guaranteed a minimum of two hours' pay.

The overtime rate is the same as before, one and one-half times the ordinary rate. In places where operators are customarily on duty between 10 p.m. and 8 a.m., ten hours on duty will again be considered the equivalent of eight hours' work except that sleeping accommodation must now be provided.

A new provision states that an employer may not reduce the wages of an operator who normally works 40 or more hours a week below the \$20 minimum by making a deduction for time not worked on a statutory holiday if the exchange is not open for business or if hours are curtailed on that day.

The provision which permitted the employer to make local arrangements for emergency night calls where telephone service is normally given only during the day has been dropped.

#### *Cooks in Lumbering Industry*

As well as raising the minimum wage from 55 to 65 cents an hour, Order No. 13 (1958) sets out several other new provisions for cooks, cookees, bull cooks, flunkies, barn bosses and night watchmen in the lumbering industry, logging and tie camps, highway construction camps and day labourers' camps, operating in rural districts more than 10 miles from a city or in towns or villages with fewer than 1,000 inhabitants.

One such provision provides for a minimum overtime rate of one and one-half times the ordinary wage. This is the first time a premium rate has been set for these employees.

This premium rate is now payable for Sunday work if the employee has not received 24 consecutive hours of rest during the preceding six days.



Another new provision with respect to days of rest permits an employee to accumulate his days of rest over a three-month period, provided the accumulated days are allowed as consecutive days in the period immediately following.

As before, cooks, night watchmen, etc., in work camps are exempted from the hours limits of the Act.

While the maximum deduction permitted from wages for single meals or a day's lodging remains 25 cents, as before, the maximum weekly charges for board and lodging have been reduced by 50 cents to \$4.50 and \$1.50, respectively. A deduction of \$4 is now allowed for 18 meals in a week of six days. As previously, an employer is prohibited from making deductions for meals not consumed by the employee.

#### *Geophysical Exploration Industry*

The order for the geophysical exploration industry (Order No. 10 [1958]) differs in a number of respects from the order for the geophysical and seismographic survey industry which it replaces (L.G. 1949, p. 1439).

One difference is that the coverage is more precisely set out than formerly, the order applying to field employees in the geophysical exploration industry, by which is meant "any method whereby the art of applying a physical science is employed in the determination of geologic or other conditions which may be favourable for the accumulation or location of oil or natural gas, including the seismic, gravimetric, magnetic, electrical, geochemical, shallow structure test drilling or any other method used for the purpose of geophysical exploration". Office employees are specifically excluded.

As under the former order, employees are permitted to work up to 208 hours in a month on a straight-time basis but must be paid time and one-half their regular wages for all hours worked in excess of 208. Now, however, in the first month of his employment, as well as in the last working month, an employee who has not worked 208 hours must be paid the overtime rate for all hours worked in excess of nine in a day or 48 in the week, whichever is the greater amount.

Another departure is the days of rest provision, which requires every employee to be given one day of rest for each period of six consecutive days of work with a maximum of four days of rest in every 24-day period. Any accumulated days are to be consecutive days and must be given immediately following the period of work for which they are allowed and at a time agreed upon by the employer and employee.

As before, an exception is made for certain supervisory employees, the following classifications being exempted from the above provisions: party chief, party manager, first computer, second computer and persons continuously supervising surveying, drilling, recording, or shooting operations. These employees are also exempted from Part I of the Act (the entire hours of work section of the Act) and from the overtime requirements of the general male minimum wage orders.

#### *Highway Construction Industry*

The new hours of work and minimum wage order for the highway construction industry, Order No. 7 (1958), has the same coverage as the order it replaces (L.G. 1949, p. 1439) except that it applies to work on a section of a highway passing through a city, town or village as well as work outside the corporate boundaries of such places, provided it is carried on by the same employer.

Another change is that employees in this industry are now permitted to work up to 10 hours in a day and 208 in a month on a straight-time basis throughout the year, whereas formerly this exemption applied only during the period from April 1 to November 30.

The revised order also has a days of rest provision similar to that set out in the geophysical exploration order described above.

#### *Oil-Well Service Industry*

Order No. 29 (1958), the hours of work and minimum wage order which permits employees in the oil-well service industry to work up to 208 hours in a month at regular rates and lays down overtime and weekly rest requirements similar to those set out in the geophysical exploration industry order, is the first special order to be issued for this industry.

In the order, the oil-well service industry is defined as "all supplementary operations performed or services provided, necessary to the drilling, completion, recompletion or remedial treatment of an oil or gas well, including such incidental operations as: acidizing, cementing, fracturing, logging, perforating, wire line specialty services, directional drilling, diamond coring, directional surveys, drill stem testing, fishing, mud sales and engineering".

Like the order for the geophysical exploration industry, Order No. 29 applies only to field employees, office workers being expressly exempted. Also exempted from the hours of work and overtime provisions are employees supervising the following operations: directional drilling, diamond

coring, directional surveys, drill stem testing, fishing and mud sales and engineering, provided that not more than one employee is engaged in each such operation. These supervisory employees are also exempted from the hours limits of the Act and from the overtime requirements of the two general male minimum wage orders. They must, however, be allowed the days of rest provided for other employees in the industry.

#### *Oil-Well Drilling*

Order No. 28 (1958), an order governing days of rest in the oil drilling industry, is the first such order to be issued.

For the purpose of the order the "oil-well drilling industry" means the actual drilling of an oil or natural gas well, a salt water disposal well, or an injection well and all supplementary operations connected thereto.

The days of rest provision is the same as that in the order for the geophysical exploration industry previously referred to, that is, one day of rest for every six consecutive days of work up to a maximum of four in every 24-hour period. The conditions laid down are also the same as in the other order.

#### *Night Work of Women*

Order No. 9 (1958), the revised general hours of work order governing female employees in the larger centres, provides that no woman employed in a city, town or village with a population of 2,000 or more or within a five-mile radius of such a place may begin or end work between 12 midnight and 6 a.m. unless the employer provides her with free transportation to and from work. This order does not apply, however, to female employees in hospitals and nursing homes other than office employees or to persons exempted from time by order of the Board. Female telephone operators are no longer excluded.

The previous order, Order No. 9 (1948), had a similar restriction on night work except that if free transportation were provided the working period could begin or end between the hours of 12 midnight and 1:30 a.m.

#### **Vacations with Pay**

Among other changes, Order No. 5 (1958), the new general vacation with pay order, redefined a year's employment and revised the method of computing the duration of the annual vacation given.

Under the revised order, a "year's employment" means "continuous employment for a period of one year from the employee's date of employment comprising not less than 225 days of actual work, and each

subsequent year thereafter". It was previously defined as 12 consecutive months from the date the employee actually commenced work and, subsequently, from each anniversary of that date. (Under British Columbia and New Brunswick legislation, a year's employment for vacation purposes is also defined as at least 225 days of work.)

Instead of a vacation of one-half day with regular pay for every 23 days of actual work in the year, with a maximum of one week, an employee with one year's employment, whether before or after the coming into force of this order (April 1), must now be given one week's vacation with pay. After two or more year's employment, an employee is entitled to two weeks with pay, whereas previously he was guaranteed one day with regular pay for every 23 days of actual work, with a maximum of two weeks. If a statutory holiday on which the employer's place of business is closed occurs during the vacation period, the employee must now be allowed an extra day with pay immediately following his vacation. The former order merely stipulated that the annual vacation was to be exclusive of statutory holidays.

As formerly, the vacation must be given in an unbroken period but may now be taken within 12 months after the worker becomes entitled to it. Formerly, the annual vacation had to be taken within a 10-month period.

Another new provision states that an employee who does not work 225 days in his first year of employment or in any subsequent year must be given, in addition to other amounts due him, an amount equal to 2 per cent of his regular pay for the period worked, in lieu of a vacation with pay. This sum is payable within 30 days after his anniversary date.

The order again provides that an employee who terminates his employment must have worked at least 30 days in order to be entitled to vacation pay. If he has worked less than a year, he must, as before, be given an amount equal to 2 per cent of his earnings during the period employed. On termination of service after one year of employment a worker must receive vacation pay for the annual vacation to which he is entitled and, in addition, an amount equal to 4 per cent of his regular pay for the period worked between his anniversary date and the date of termination of employment.

Vacation pay is now to be computed on a weekly rather than on a daily basis. Instead of 1/26 of his regular wage for each day of his annual vacation, a monthly-rated employee's weekly vacation pay is to be determined by dividing his monthly

wage by  $\frac{1}{3}$ . Where wages are paid by the hour, day or week, the pay, as before, is to be based on the actual rate of wages for the period immediately preceding the vacation. If wages are paid on a piece work or commission basis, however, vacation pay is now to be calculated on the basis of the average for the term of employment or for the last 12 months preceding the vacation, whichever is the shorter period. Previously, the regular pay for such employees was computed on the basis of the average of the last six months preceding the vacation.

Except for exempting insurance agents, there was no change in coverage, the order again applying to all workers in the province except: coal-miners, construction workers, farm labourers, domestic servants, persons employed temporarily for eight hours or less in a week, real estate agents, commercial travellers working exclusively on a commission basis, and bond and stock salesmen.

#### *Construction Workers*

Except for minor changes, Order No. 6 (1958), the order providing for a stamp system of vacation pay for construction workers, is the same as the order it replaces (L.G. 1949, p. 1439), construction workers again being entitled to vacation credits of 4 per cent of their regular earnings.

In the new order, however, the definition of "construction industry" is more expressly set out than formerly. It now means "all work in connection with the construction, erection, repair, remodelling, alteration, painting and interior decorating of all buildings, structures and engineering works except work in a plant or shop in manufacturing or fabricating of any part or the whole of any building, structure, or engineering work". It also includes all work in connection with the demolition of a building, structure or engineering works. In the previous order there was no reference to engineering works nor was demolition work specifically mentioned.

Another change is that the definition of "working year", which formerly meant the period from June 1 to May 31, has been dropped.

A worker is prohibited from cashing his stamps before January 15, but now has 12 months instead of 10 months in which to redeem them.

#### *Employment of Children*

Regulations issued last September permitting employment of children aged 12 to 15 years in certain occupations for a limited number of hours (L.G., Nov. 1957, p. 1359) have been replaced by new regulations

(70/58) reducing from three to two the hours of work permitted on a school day. The other conditions are the same as before. Children in this age group are allowed to work up to eight hours on any day on which they are not required to attend school, and employment may not extend beyond 8 p.m.

#### **British Columbia Apprenticeship and Tradesmen's Qualification Act**

Regulations under the British Columbia Apprenticeship and Tradesmen's Qualification Act prescribing the rates of wages for apprentices were gazetted on February 20.

As in other provinces, the rates set are percentages of a journeyman's wage. In all cases the beginning rate is now 35 per cent and the final rate is as before, 85 per cent. Increases, however, vary according to the term of apprenticeship.

In trades where the period of apprenticeship is two years, the rate increases by 5 per cent every three months until it reaches 55 per cent, after which it increases by 10 per cent. Apprentices serving a three-year apprenticeship must now receive a 10-per-cent increase every six months. Where a four-year apprenticeship is the practice, the percentage increases by 5 per cent every six months until it reaches 55 per cent during the fifth six-month period, after which the rate of increase is 10 per cent. In trades where the term of apprenticeship is five years, the rates increase by 5 per cent every six months until the ninth six-month period, after which the final rate of 85 per cent must be paid.

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

A new order, Male and Female Minimum Wage Order No. 26 (1958), went into force in British Columbia on April 14, raising the minimum wage of truck-drivers, their swampers or helpers and warehousemen from 80 cents to \$1 an hour and increasing the rate of motor cycle operators from 55 to 70 cents an hour.

The new order has the same coverage as the order it replaces (L.G. 1953, p. 589), applying to all employees in these occupations except persons transporting logs in the logging industry, drivers of passenger vehicles, and warehousemen covered by another order of the Board of Industrial Relations.

Truck-drivers, their swampers or helpers, warehousemen and motor cycle operators having been exempted from the 8- and 44-hour limits of the Hours of Work Act since 1953, the overtime provisions set

out in this order continue to be different from the overtime requirements laid down for the majority of other employees.

As formerly, overtime rates for employees covered by the order, except drivers engaged in the retail delivery of bread or milk, are one and one-half times the regular rate for the first two and one-half hours or less worked in excess of eight and one-half hours in a day; double time for all hours worked after 11 in a day and, in the case of overtime not covered by another provision of this order, one and one-half times the regular rate for all hours worked in excess of 47 in a week.

Overtime is now payable also after a certain number of hours "on duty", which is defined to mean the time during which a truck-driver is in charge of or driving a truck. If a truck-driver is on duty for a period of more than 8½ consecutive hours, part of which extends beyond midnight, he must now be paid time and one-half for the first 2½ hours or less and double time for all hours on duty in excess of 11.

As before, the overtime rates may be varied by permit from the Board to meet the conditions of the "long distance haul" or for other reasons (e.g., to provide payment on a mileage, tonnage or trip basis).

The Board is no longer authorized to vary the daily guarantee provision. This provision, contained in most B.C. minimum wage orders, requires an employee to be paid a minimum of two hours' pay at his regular rate if he reports for work in response to a call and four hours' pay if he commences work. School students reporting for work on a school day must be paid at their regular rate for the entire period spent at the place of work with a minimum of two hours' pay in a day.

The provision respecting breakdown time is unchanged. If because of a mechanical breakdown or road blockade a truck is immobilized at a distance greater than 100 miles from the driver's home terminal, employees operating the truck must be paid at straight time unless they are actively engaged in making repairs. Straight time will continue to the end of the shift on which they are working. While the delay continues, employees will be paid for one regular shift each day.

As previously, an employee who provides his own vehicle must be paid, in addition to the minimum wage, all reasonable costs in connection with the vehicle while it is actually being used on the employer's behalf.

As previously indicated, the overtime provisions do not apply to drivers engaged in the retail delivery of bread or milk, their

hours having been restricted by regulation. Persons employed in the delivery of bread are by Regulation 17C of 1948 permitted to work up to 48 hours in a week. Milk delivery men under Regulation 23 B of 1953 are allowed to work 15 hours in excess of 44 in a week provided that not more than 10 hours are worked in a day nor more than 350 hours in a period of seven weeks.

### **British Columbia Hours of Work Act**

By Regulation No. 42 (1958) the British Columbia Board of Industrial Relations has exempted the pipeline construction industry from the operation of the Hours of Work Act for the period March 20 to December 31, 1958.

Similar exemptions were granted in 1956 and 1957.

### **British Columbia Workmen's Compensation Act**

By a regulation gazetted on March 27, the British Columbia Workmen's Compensation Board rescinded the \$300 penalty previously fixed for a contravention of any rule or regulation under Part I of the Workmen's Compensation Act, providing instead for a fine ranging from \$25 to \$300.

### **Ontario Hospital Services Commission Act**

Regulations made by the Ontario Hospital Services Commission laying down requirements for participation in the new hospital care insurance plan which goes into effect next January 1 were gazetted on March 8 as O. Reg. 45/58.

To come under the plan a person must reside in the province and, in addition, must be an employee of a mandatory group or a voluntary group, a member of a collector's group, a pay-direct participant or a dependent of an insured person.

For purposes of the regulations a mandatory group means a group of 15 or more employees employed by a single employer.

On or before August 31, 1958, the employer of a mandatory group must submit without charge a group application on the prescribed form giving the required particulars. In December he must report any changes on the forms specified, at the same time remitting a sum equal to the total of the premiums for all persons in the group for a benefit period of one month.

An employer of a mandatory group who fails to submit the required forms or to remit the premiums will be guilty of an offence and, on summary conviction, may be liable to a fine of not less than \$200 and not more than \$10,000. He may also be required to pay all unpaid premiums, together with interest.

*(Continued on page 524)*

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in February declined 34 per cent from January's, statistics\* show, but claimants on "live" file up 4 per cent in month, more than 50 per cent over year earlier

The number of initial and renewal claims for unemployment insurance benefit in February was 243,907, being a decline of 34 per cent from the 367,382 registered in January, and about 26 per cent higher than the February 1957 total of 192,665.

The above figures represent new claims filed in the month. Another measure of the level of claims is obtained from a count of the number of persons having a claim in the "live" file on a particular day. On February 28 there were 869,349 persons who had a claim in the live file, an increase of about 4 per cent over the 834,544 on January 31 and of slightly more than 50 per cent over the 572,387 in the live file on February 28 last year. These totals include seasonal benefit claimants numbering 209,384, 167,786 and 103,741, respectively, being 24 per cent, 20 per cent and 18 per cent of the total claimants on the dates specified. Thus, claimants for regular benefit only, having a claim in the live file, were down slightly on February 28 as compared with January 31. Seasonal benefit is now payable for the period December 1 to May 15 and, in addition, this is the first winter in which benefit has been payable to fishermen.

The duration of time on claim has also changed significantly at February 28 as compared with January 31 and with February 28 last year. The following table gives the percentage of all claims in the live file at each date according to the number of weeks continuously in the live file:

Percentage distribution of claimants by duration on the register (weeks)

	2 or less	3-4	5-8	9 and over
February 1957 . . . .	22	11	25	42
January 1958 . . . .	24	14	33	29
February 1958 . . . .	17	9	21	53

\*See Tables E-1 to E-4 at back of book.

This marked lengthening in duration of claims on the register indicated for February is the result of the very large number of initial and renewal claims filed in December and the conditions that have retained these individuals in claimant status. At the same time, the lower levels of claims received in January and February have not added new claimants in sufficient numbers to replace those that have moved through the 3-4 and 5-8 week groups.

Initial and renewal claims adjudicated during February totalled 260,495, of which 229,474 or about 90 per cent were considered entitled to benefit. In all, 192,256 initial claims were adjudicated, about 10 per cent of which were found to be unable to fulfil the minimum contribution requirements for either regular or seasonal benefit.

The amount of benefit paid during February reached an all-time high of \$63.3 million, somewhat above the \$60.8 million paid out in January but about 64 per cent higher than the amount paid out last February. The average weekly payment was \$21.51 in February, \$21.58 in January and \$21.08 in February 1957.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for February show that insurance books or contribution cards have been issued to 5,006,769 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1957.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

At February 28 employers registered numbered 302,139, an increase of 1,218 since January 31.

### Enforcement Statistics

During February 1958 4,718 investigations were conducted by enforcement officers across Canada. Of these, 3,383 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 97 were miscellaneous investigations. The remaining 1,238 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 93 cases, 11 against employers and 82 against

claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 774.\*

### Unemployment Insurance Fund

Revenue received in February totalled \$18,913,645.02 compared with \$22,181,390.69 in January and \$20,099,433.52 in February 1957. Benefit payments in February amounted to \$63,283,994.04 compared with \$60,734,094.31 in January and \$38,586,547.49 in February 1957. The balance in the fund on February 28 was \$794,547,091.77; on January 31 it was \$838,917,440.79 and on February 28, 1957, \$897,942,373.80.

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# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1483, March 12, 1958

**Summary of the facts:** The claimant, married, 30 years of age, registered for employment as a packer and filed a renewal claim for benefit on August 9, 1957, stating that she had worked intermittently as an assembler from June 26, 1954 to August 8, 1957, when she was laid off due to a shortage of work. She stated also that she was pregnant and expected to be confined on November 1, 1957. She added that she was still available for work.

On August 23, 1957, a placement officer of the local office commented that, because of pregnancy, the claimant was not considered as being generally acceptable to employers for employment in any occupation for which she was qualified.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit as from August 23, 1957, because, in his opinion, she was not available for work (section 54(2)(a) of the Act).

The claimant appealed to a board of referees, which, after having heard a representative of her union on October 3, 1957, by a unanimous decision, dismissed the appeal.

The interested union appealed to the Umpire on the grounds that she had been unjustly denied benefit inasmuch as at no time had evidence been submitted by the insurance officer or by the board of referees that the claimant was unacceptable to employers because of her pregnant condition.

\*These do not necessarily relate to the investigations conducted during this period.

On the contrary, evidence was produced that the claimant had made application for employment in other industries and that she was refused work solely on the grounds that there was no employment available.

The union requested an oral hearing before the Umpire, which was held on January 28, 1958. Both the claimant and the Unemployment Insurance Commission were represented.

**Conclusions:** The insurance officer, in disqualifying the claimant from August 23, 1957 on the ground that she was not available for work, seems to have relied entirely on the placement officer's comment that because of pregnancy, the claimant was not considered as being generally acceptable to employers for work in any occupation for which she was qualified.

In my opinion, this statement should not have been interpreted to mean that the claimant was definitely not acceptable to any employer. It is true that she had made application for employment in several industries and had been unsuccessful in securing work; but the evidence does not support the conclusion that this lack of success was due to any reason other than because no employment was available.

On the evidence before me, I find that the claimant has satisfactorily proven that she was available for work within the meaning of section 54 (2) (a) of the Act as of August 23, 1957.

The appeal is allowed.

## Decision CUB-1484, March 12, 1958

**Summary of the facts:** The claimant, married, 28 years of age, was registered at the local office for employment as an assembler and filed a renewal application for benefit on August 19, 1957, stating that she had worked as such from February 11, 1957 to February 22, 1957, when she was laid off because of a shortage of work. She stated also that she expected to be confined on December 27, 1957. She had previously worked intermittently for the same company from February 6, 1956 to February 1, 1957.

On August 29, 1957, the claimant was interviewed by a placement officer at the local office and stated that she was pregnant and expected to be confined on December 27, 1957. She stated also that she was still available for work.

The local office commented that because of pregnancy, the claimant was not considered as being generally acceptable to employers for work in any occupation for which she was qualified.

The insurance officer disqualified the claimant from receiving benefit as from August 29, 1957, because she had failed to prove that she was available for work (section 54 (2) (a) of the Act).

On September 17, 1957, the claimant wrote to the local office that she became re-employed by the company on September 16, and thought that she was entitled to the two weeks' benefit which she had been denied because of the disqualification.

The local office informed her on September 25, 1957, that the disqualification already imposed would have to remain in effect.

The claimant appealed to a board of referees. The board heard the case on October 23, 1957 and, by a unanimous decision, dismissed the appeal. The claimant was represented at the hearing by the business agent of her union.

The interested union appealed to the Umpire on the ground that the claimant was acceptable to employers in that she was re-hired by her former employer and continued to pay unemployment insurance contributions.

The union requested an oral hearing before the Umpire, which was held on January 28, 1958. Both the claimant and the Unemployment Insurance Commission were represented.

**Conclusions:** The insurance officer in disqualifying the claimant from August 29, 1957, on the ground that she was not available for work, seems to have relied entirely on the placement officer's comment that, because of pregnancy, the claimant was not considered as being generally acceptable to employers for work in any occupation for which she was qualified.

In my opinion, this statement should not have been interpreted to mean that the claimant was definitely not acceptable to any employer, particularly as the evidence shows that she obtained employment on September 16, 1957.

On the evidence before me, I find that the claimant has satisfactorily proven that she was available for work within the meaning of section 54 (2) (a) of the Act as of August 29, 1957.

The appeal is allowed.

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## Industrial Standards Act *(Continued from page 504)*

At Windsor, minimum rates for carpenters were increased from the 1955 rates of \$2.22 to the new rates of \$2.45 an hour until March 31; from April 1 the new rate will be \$2.50 an hour. Weekly hours were unchanged at 40.

Also at Windsor, minimum rates for bricklayers and stonemasons were increased by 20 cents an hour over the 1956 rates to the new rate of \$2.65 an hour until March 31; \$2.67½ an hour from April 1. Weekly hours remained at 40.

At Port Arthur-Fort William, a first schedule for bricklayers and stonemasons established a minimum rate of \$2.50 an hour for a 40-hour work-week; double time for work exceeding regular work periods, and on Saturdays, Sundays, or any of five specified holidays. Employees working on night shifts are entitled to eight hours pay for seven hours work.

In the province of Ontario, a first schedule governing the ladies' dress and sports-wear industry established minimum wage rates ranging from 60 cents an hour for Class "G" employees (general hands) to \$1.35 an hour for Class "A" employees (skilled cutters). Weekly hours were established at 40; overtime at time and one-half for work other than during regular work periods; five paid holidays to employees who have served their employer longer than two months. An assessment of one half of 1 per cent will be levied against each employer's payroll and against each employee's wages to provide revenue for the enforcement of this schedule.

In all of the above schedules the advisory committee is authorized to fix a lower minimum rate of wages for handicapped individuals.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during March Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 276 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 183 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Post Office .....	11	\$259,835.69
R.C.M.P. ....	5	16,564.25

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during March

During March the sum of \$8,591.68 was collected from eight contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 242 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Shearwater N S*: Rose Construction Co, site improvement & planting for stage IV school extension, DND 5/55. *Tufts Cove N S*: J L Nichols Contracting, site improvement & planting, etc, DND 4/55. *Gagetown NB*: Montclair Construction Co Ltd, construction of housing units, DND 47/54. *Montreal Que*: St Lawrence Steeplejacks Co Ltd, \*painting & redecoration of apartments, Benny Farm; Montor Construction Co, \*replacement of stair treads, Benny Farm; St Lawrence Steeplejacks Co Ltd, \*interior redecoration, Villeray Terrace. *Valcartier Que*: Tellier & Groleau, construction of housing units & ground services, DND 8/56. *Niagara-on-the-Lake Ont*: Wm Lachanse, \*construction of porches. *Toronto Ont*: Dell Construction Co Ltd, construction of housing units, phase 4, Regent Park South, FP 1/53. *Vancouver B C*: Pyke & White Construction Co Ltd, construction of housing units, FP 2/57. *Whitehorse Y T*: Terminal Construction Co Ltd, site improvement & planting, DPW 1/56.

### Department of Citizenship and Immigration

*Eskasoni Indian Agency N S*: M R Chappell, construction of two classroom addition to Indian day school & extension to teachers' residence.

### Defence Construction (1951) Limited

*Camp Gagetown N B*: Forbes & Sloat Ltd, construction of garage & outside services. *Chatham N B*: Modern Construction Ltd, supply & erection of steelox type bldg & outside services, RCAF Station. *Three Rivers Que*: Rapid Construction Ltee, extension & alterations to armouries. *Barriefield Ont*: Foster Wheeler Ltd, supply & installation of two steam generating units. *Hamilton Ont*: W C Brennan Contracting Co, construction of combined boathouse, workshop & storage bldg, HMCS Star. *Kingston Ont*: T A Andre & Sons Ltd, construction of extension to Yeo Hall. *London Ont*: Con-Eng Contractors Ltd, construction of warehouse, No. 5, 27 COD; York Steel Construction Ltd, supply & erection of structural steel for warehouse No 5, 27 COD. *North Bay Ont*: Sterling Construction Co Ltd, construction of four armament bldgs & outside services, RCAF Station. *Uplands Ont*: Shore & Horwitz Construction Co Ltd, construction of laboratory wing to high speed laboratory, Defence Research Board; North Shore Construction Co Ltd, completion of aprons for hangars 13 & 14, RCAF Station. *Churchill Man*: Canadian National Railways, \*construction of siding for POL bulk storage marine terminal. *Gimli Man*: Brothan Painting Co Ltd, fire retardant painting of hangars Nos 4 & 5, RCAF Station. *Winnipeg Man*: Warneke Decorating Co, fire retardant painting of hangars & leantos, RCAF Station. *Esquimalt B C*: Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, construction of sports field, HMCS Naden; W R Menzies & Co Ltd, mechanical & electrical modifications, etc, HMC Dockyard. *Kamloops B C*: Gilmour Construction & Engineering Co Ltd, construction of extension to aerial tramway, RCNAD.

## Building and Maintenance

*St Malo Que*: Tri-Bec Inc, rewiring & relighting of workshop area. *Ste Therese Que*: Canadian Vickers Ltd, overhauling of boilers. *Camp Borden Ont*: Cardinal Painting & Decorating Co Ltd, interior painting of bldgs. *Centralia Ont*: C A McDowell & Co, painting of PMQs. *Trenton Ont*: McNeilly-Bavington Ltd, interior painting of officers' mess & quarters, RCAF Station. *Rivers Man*: Norlen Painting & Decorating, interior painting of PMQs, RCAF Station. *Calgary Alta*: Burns & Dutton Concrete & Construction Co Ltd, repairs to terrazzo floors, etc, Bldg B-7, Currie Barracks. *Masset B C*: The Electrician, replacement of communication cable, Naval Radio Station.

## Department of Defence Production

*St John's Nfld*: Annie Manderson, catering, Buckmaster's Field. *Halifax N S*: Northern Roofing & Metal Workers Ltd, renewal of tar & gravel roof, Bldg No 105, *HMC Dockyard*; Peerless Contracting Co Ltd, \*repairs to roads, etc, DND (Army), *Shearwater N S*: Trynon Construction Co Ltd, \*patching of runways, etc, RCN Air Station. *St Margarets N B*: Alfred Laviolette, interior painting in main tower, RCAF Station. *Bagotville Que*: Ateliers de Peinture Inc, interior painting of barrack block No 75, RCAF Station. *Seven Islands Que*: Quebec Decorators Reg'd, interior painting of PMQs, RCAF Station, Moisie. *Barriefield Ont*: Cardinal Painting & Decorating Co Ltd, interior painting of Bldg 16, Vimy Barracks, RCSS. *Clinton Ont*: Weatherproofing Ltd, repairs to underground steam wall entrance, RCAF Station. *Kingston Ont*: Irving-Harding Ltd, installation of air conditioning system in "D" block, CASC; Will-Mac Construction Ltd, exterior waterproofing of stone frigate, Bldg No 23, RMC. *Trenton Ont*: Stephens-Adamson Mfg Co of Canada Ltd, alterations to coal elevator, Central Heating Plant, RCAF Station; Willard & Bluj, interior painting of bldgs Nos 37 & 38, No 6 Repair Depot, RCAF Station. *Uplands Ont*: McAuliffe-Grimes Ltd, installation of floor tile, RCAF Station. *Windsor Ont*: L Fitch & Son, alterations & repairs to *HMCS Hunter*. *Fort Churchill Man*: Canada Catering Co Ltd, catering at Fort Churchill. *Dundurn Sask*: T Eaton Co (Canada) Ltd, laying of linoleum in bldgs, Military Camp. *Moose Jaw Sask*: Bird Construction Co Ltd, construction of extension to central heating plant, Bldg No 67, RCAF Station. *Cold Lake Alta*: J Mason & Sons Ltd, interior painting of barrack block No 45, RCAF Station; J Mason & Sons Ltd, interior painting of barrack block No 43, RCAF Station. *Patricia Bay B C*: Old Country Decorators Ltd, waterproofing & painting of Bldg No 11.

## National Harbours Board

*Halifax N S*: Foundation Maritime Ltd, rip-rap protection around outer end of Pier A-1. *Montreal Que*: Mechanical Contractors Ltd, installation of sharp-freezing unit in cold storage warehouse. *Prescott Ont*: Industrial Electrical Contractors Ltd, installation of conduits for signal system in grain elevator.

## Department of Northern Affairs and National Resources

*Cape Breton Highlands National Park N S*: M R Chappell, \*plastering & tile work for laundry & comfort station, Cheticamp; J W Rudderham Ltd, installation of plumbing system for laundry & comfort station, Cheticamp; Wm Matheson, \*installation of electrical services for laundry & comfort station, Cheticamp. *Grand Pre N S*: Mark A Leonard Ltd, \*installation of heating system in Evangeline's Churchill. *Amherstburg Ont*: Leonard Wide, \*renovations & repairs to custodian's residence, Fort Malden. *Prescott Ont*: Kerr's Electric, \*installation of electrical services, etc, Fort Wellington. *Banff Alta*: Western Metal Fabricators Ltd, \*installation of steel & bar joists, cave & basin bathhouse.

## Department of Public Works

*Burin Nfld*: Wm A Trask Ltd, construction of federal bldg. *Grand Bank Nfld*: Mark Gosse & Sons Ltd, construction of RCMP detachment quarters. *Bedford N S*: Swinamer's Bldg Services, construction of post office bldg. *Hull Que*: Quebec Window Cleaning Co Ltd, cleaning windows of federal bldgs & bldgs under lease. *Montreal Que*: Lemieux Construction Ltd, alterations to Postal Station "N"; J E Hall Ltd, alterations & repairs to passenger elevator, No 4 Bldg, 1643 Delorimier St; Planned Renovators Co, repairs & painting to Postal Station "B"; McGill Window Cleaning Co, cleaning windows of federal bldgs & bldgs under lease. *Quebec Que*: Sanitation & Industrial Maintenance Co, cleaning interior of Pollack Bldg. *Nanticoke Creek Ont*: Birmingham Construction Ltd, extension to rubble shore protection. *Nipigon Ont*: Hacquoil Construction Ltd, wharf repairs. *Ottawa Ont*: McNeilly-Bavington Ltd, interior painting of Seminary Bldg, RCMP headquarters;

Hurdman Bros Ltd, moving furniture, equipment, etc, from various bldgs to Forest Products Laboratory, Montreal Road; Ottawa Mechanical Services Ltd, installation of drains & replacing of hot water mains, etc, NRC Bldg; Rene Cleroux, renewing of piping, plumbing fixtures, etc, Dominion Archives Bldg; Safety Vermin Control, rodent & insect control in various federal bldgs; Quebec Window Cleaning Co Ltd, cleaning of windows in federal bldgs for 1958-59; McNeilly-Bavington Ltd, redecoration of halls, etc, East Block, Parliament Bldgs. *Pelee Island Ont*: McMillan's Marine Service, harbour improvements (timber jetty). *Toronto Ont*: Empire Maintenance Ltd, cleaning windows of federal bldgs & bldgs under lease. *Walpole Island Ont*: Dean Construction Co Ltd, construction of No 3 Indian day school & teachers' residence, Walpole Island Indian Agency. *Regina Sask*: N B Roantree Co Ltd, installation of water softening equipment, RCMP barracks. *Calgary Alta*: Adby Construction Demolition Co Ltd, demolition of various bldgs, Federal Bldgs site. *Manyberries Alta*: C J Oliver Ltd, construction of office bldg, Range Experiment Station; C J Oliver Ltd, construction of two-unit dwelling, Range Experiment Station. *Okotoks Alta*: Poole Construction Co Ltd, installation of screenline & counter & alteration to Post Office. *Wood Buffalo Park Alta*: Hillus Electric Co, electrical repairs at abattoir, Lake Claire. *North Vancouver B C*: Grandview Painters, repairs to & painting of federal bldg. *Vancouver B C*: Allan & Viner Construction Co, repairs to & painting of Dept of Veterans Affairs Bldg; Mathews Conveyer Co Ltd, installation of mailhandling equipment in Post Office tunnel; Berge & Kavanagh Painters Ltd, repairs to & painting of Immigration Bldg. *Fort Providence to Rae N W T*: Mannix Co Ltd, clearing of right-of-way; B G Linton Construction Ltd & T J Rimmer, grading & culverts, Mile 0 to 60. *Kakisa River N W T*: Poole Construction Co Ltd, construction of bridge.

### Contracts Containing the General Fair Wages Clause

*St. John's Nfld*: E F Barnes Machine & Fabricating Shop, repairs to Dredge PWD No 20. *Charlottetown P E I*: Chandler Bros, installation of equipment, Public Bldg. *Halifax N S*: W C Mackay & Sons, repairs to Dredge No 16. *Windsor N S*: G A Spencer, interior painting of public bldg. *Liverpool N S*: Steel & Engine Products, repairs to Dredge PWD No 21. *Milltown N B*: Albert Peters, painting of federal bldg. *Cowansville Que*: Longpre & Fils, painting of & plaster repairs to federal bldg. *Hull Que*: Roland St Cyr, heating repairs to New Printing Bureau. *Montreal Que*: Pater Painting Co Ltd, painting & plaster repairs at 470 Lagauchetire; Pater Painting Co Ltd, painting & plaster repairs at 10 Notre Dame St; Richard & B A Ryan Ltd, installation of suspended ceilings, National Film Board; Pelletier Handling Equipment Ltd, installation of dumbwaiter, Dorval Airport; Cadorette Canoes, construction of survey launch; Cadorette Canoes, construction of sounding & sweeping boat. *St Jean Que*: Arsene Burelle, construction of two booms. *Crow Lake Ont*: S Flostrand, wharf construction. *Elliott Lake Ont*: Georgian Bay Construction Co, screenline repairs to post office. *London Ont*: Len J McCarthy, interior painting of Garvey Bldg. *Midland Ont*: Wm Lalonde, interior painting of federal bldg. *Milverton Ont*: C Funnell, interior painting of federal bldg. *North Bay Ont*: Farquhar Construction Ltd, alterations to federal bldg. *Ottawa Ont*: A Lanctot Construction Co Ltd, installation of partitions in Jackson Bldg; R A Bingham & Son, alterations to 321 Slater St; A Lanctot Construction Co Ltd, installation of fume hoods, 45 Spencer St; P E Latremouille, alterations to "B" bldg; Edge Ltd, heating repairs at old Printing Bureau; MacFarlane & Leblanc, electrical work, Woods Bldg; Presley Painting & Decorators, redecoration of Jackson Bldg; Ross Ethier, repairs to washroom, Hunter Bldg; Montflex Inc, installation of linoleum, No 5 Temporary Bldg; Montflex Inc, installation of linoleum, Militia Stores Bldg; M Pharand Construction, installation of disposal unit, 552 Booth St; MacFarlane & Leblanc, electrical repairs, Hunter Bldg; Shore & Horwitz Construction Ltd, alterations to Old Mines Bldg; McAuliffe & Grimes Ltd, alterations to bldgs, Experimental Farm; F J Shouldice Construction Co Ltd, alterations to Daly Bldg; Moe Koffman, repairs to 379 Catherine St; Universal Painters & Decorators, painting of No 5 Temporary Bldg; A Lanctot Construction Co Ltd, alterations to Victoria Museum; Leopold Beaudoin Construction Ltd, repairs to mezzanine floor, Centre Block. *Palmerston Ont*: Roy Robertson, interior painting of federal bldg. *Penetanguishene Ont*: Wm Lalonde, interior painting of federal bldg. *Peterborough Ont*: Greenspoon Bros Ltd, demolition of old Post Office. *Port Hope Ont*: F W Bannister, interior painting of federal bldg. *Sault Ste Marie Ont*: Wallace Ambeault, interior decoration of federal bldg. *Toronto Ont*: Canadian Rogers Eastern Ltd, installation of ventilation system, Immigration Bldg. *Trenton Ont*: E A Vanner & Sons, interior painting of federal bldg. *Walkerville Ont*: Paramount Painting, interior redecoration of federal bldg. *Winnipeg Man*: Bergen Decorating Co, painting of federal bldg; Bergen Decorating Co, redecoration of federal bldg; Bird Construction Co,

installation of acoustic tile, Immigration Bldg. *Lloydminster Sask*: C Meckling, interior decoration of federal bldg. *Edmonton Alta*: Russell's Decorators, painting of federal bldg; Standard Iron & Engineering Works Ltd, supply & erection of two spud wells & gates, etc, for Dredge PWD No 251. *Minstrel Island B C*: Basarab Construction Co Ltd, wharf repairs. *New Westminster B C*: Dominion Bridge Co Ltd, swing span repairs, Railway Bridge. *Port Hardy B C*: Pacific Piledriving Co Ltd, float renewal. *Vancouver B C*: Allan & Viner Construction Co, repairs to customs bldg; D Robinson Construction Co, alterations to customs bldg; Allan & Viner Construction Co, construction of office bldg, False Creek. *Winter Harbour B C*: Clayquot Piledriving Co Ltd, float renewal.

### Department of Transport

*Greenwood N S*: Municipal Spraying & Contracting Ltd, additional development of airport. *Liverpool N S*: Steel & Engine Products Ltd, \*construction of two non-powered steel scows; Steel & Engine Products Ltd, \*construction of two twin screw diesel engined landing barges. *Lunenburg N S*: Lunenburg Foundry & Engineering Ltd, \*construction of twin screw diesel engined landing barge; The Atlantic Bridge Co Ltd, \*construction of twin screw diesel engined landing barge. *Pictou N S*: Ferguson Industries Ltd, \*conversion of LCT vessel for service as combined bulk petroleum & dry cargo carrier; Ferguson Industries Ltd, \*construction of two twin screw diesel engined landing barges. *Beaumont Que*: Phillippe Trottier Inc, construction of tool shed. *Lachine Que*: Argon Electric Welding Co Ltd, \*construction of non-powered steel scow. *Lauzon Que*: Geo T Davie & Sons Ltd, \*conversion of LCT landing craft to combined bulk petroleum & dry cargo vessel; Davie Shipbuilding Ltd, \*construction of four non-powered steel scows; Davie Shipbuilding Ltd, \*construction of two twin screw diesel engined landing barges. *Montreal Que*: J & R Weir Ltd, \*construction of four non-powered steel scows; Frank's Piping Co Ltd, \*construction of non-powered steel scow; J & R Weir Ltd, \*construction of two twin screw diesel engined landing barges. *Sorel Que*: Marine Industries Ltd, \*construction of supply, buoy, search & rescue vessel to be based at Charlottetown. *Dunnville Ont*: S G Powell Shipyards Ltd, \*construction of three twin screw diesel engined landing barges. *Erieau Ont*: Erieau Shipbuilding & Drydock Co Ltd, \*construction of twin screw diesel engined landing barge. *Fort William Ont*: James Swanson, clearing of access road & VOR site, Mount Hurlburt, Lakehead Airport; Hacquoil's, construction of access road to AASR site, Lakehead Airport. *Kingston Ont*: Kingston Shipyards, \*construction of four non-powered steel scows. *Owen Sound Ont*: Russel-Hipwell Engines Ltd, \*construction of three twin screw diesel engined landing barges. *Port Colborne Ont*: E B Magee Ltd, \*construction of twin screw diesel engined landing barge. *Windsor Ont*: Romeo Machine Shop Ltd, \*construction of two non-powered steel scows. *Winnipeg Man*: Canadian Comstock Co Ltd, construction of airport lighting facilities.

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## Recent Regulations

(Continued from page 616)

A voluntary group, by which is meant a group of more than five but fewer than 15 employees, may, on the application of the employer, be designated a mandatory group by the Commission.

A collector's group means an association, co-operative, labour union, corporation, society or other organized group which the Commission has designated as a collector's group for the purpose of enrolling all or part of its membership in the plan and collecting and remitting premiums on their behalf. The rules laid down for mandatory groups also apply to a collector's group.

If a resident does not belong to one of the groups referred to above, he may participate in the plan by completing a Pay-Direct Application and submitting it to the Commission together with the required single or family premium for a benefit period of three months, with effective date the first day of the third month after the month in which the payment was made.

Benefits commence January 1, 1959, and the single premium rate is \$2.10 for each month of a benefit period. The family rate is \$4.20.

# STRIKES AND LOCKOUTS

## March 1958

There were 30 work stoppages in existence during March, compared with 31 during the previous month\*. Moreover, the time loss considerably increased: 132,325 man-days in March compared with 63,400 in February.

This increase is largely due to the commencement, at the beginning of the month, of the work stoppage affecting the construction industry of British Columbia. This stoppage, involving 3,000 workers, has caused a time loss of 60,000 man-days during the month. Another important stoppage, affecting various electrical firms in British Columbia, and involving more than 1,300 workers, began on March 3; this stoppage caused a time loss of 25,650 man-days in March. However, it terminated at the end of the month.

Of the 39 work stoppages in existence during the month, 19 involved one hundred or more workers. Four of these stoppages were in progress prior to March and fifteen started during the month. At the end of March, five stoppages involving one hundred or more workers were still in existence, and fourteen had ended.

\*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and approximate number of workers involved and the lockouts in existence during 1958 and 1957. The time loss resulting are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during March 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and also the industries in which they took place.

On an industry basis (Table 1), construction had the highest rate for time loss during March, as a result of two stoppages involving large numbers of workers in the B.C. construction industry. These stoppages also caused a substantial increase in time loss in British Columbia from February (Table 2).

Table 1—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY INDUSTRIES, MARCH 1958.

Industries	No. of Strikes	No. of Workers	Time Loss
Fishing .....	1	700	5,600
Mining .....	9	5,690	17,095
Manufacturing .....	10	664	5,880
Construction .....	8	5,748	89,795
Transportation .....	4	2,197	13,025
Trade .....	4	97	460
Service .....	1	25	125
Logging .....	1	40	240
Public Utilities .....	1	35	105

Table 2—DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY PROVINCES, MARCH 1958.

Provinces	No. of Strikes	No. of Workers	Time Loss
British Columbia ....	7	5,278	93,365
Nova Scotia .....	8	5,666	17,025
Ontario .....	15	711	4,215
Quebec .....	5	991	3,245
Saskatchewan .....	1	37	220
Newfoundland .....	1	375	1,500
Alberta .....	1	24	70
Various Provinces ....	1	2,114	12,685

As a result of several stoppages affecting the Nova Scotia mining industry, time loss in this industry and province substantially increased from the previous month. However, these stoppages were of a short duration. From February, a substantial decrease in time loss is noted in Quebec and Ontario.

Members of the International Association of Machinists have voted in favour of increasing strike pay to \$35 weekly. The portion of each member's dues sent to the Grand Lodge will be increased to \$2 from \$1.30 monthly. In the past, the Grand Lodge has paid strike benefits of \$10 weekly without any supplementary amount coming from local funds. Payments from the strike fund will begin when \$2,000,000 has been collected.

The United Automobile Workers also has a new strike assistance program, under which payments are a matter of right rather than need. From now on, all striking members who perform strike duties will be eligible for weekly payments beginning the third week of a walkout. The amounts will vary according to family status and the length of the strike.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, April 1958

Canada's consumer price index (1949=100) advanced 0.7 per cent between March and April from 124.3 to a new high of 125.2\*

Increases accounting for most of this change were concentrated in three areas. A further sharp rise in fresh fruit and vegetable prices, following a continuation of poor crop conditions in the United States, accounted for more than half the increases in the total index, with the remainder largely attributable to higher prices for beef, and health care items.

The food index rose 1.7 per cent from 121.3 to 123.4 with fresh fruit and vegetables, particularly potatoes and oranges, contributing most of the upward movement. Beef price increases averaged more than 2 cents per pound, and higher prices were also registered for fresh pork, eggs and bread. Price declines were recorded for sugar, bananas, coffee and ham.

An increase in the home-ownership series advanced the shelter index 0.4 per cent from 137.1 to 137.6. The rent component remained unchanged.

An increase of 0.3 per cent in the clothing index from 109.5 to 109.8 reflected further pricing of spring lines, which were not completely available in March. Prices for men's suits and topcoats, men's business shirts and women's spring coats were higher.

The household operation index rose 0.2 per cent from 121.1 to 121.3 as somewhat higher average prices were reported for furniture and appliances, particularly vacuum cleaners, as well as floor coverings. The only item in this group to record a significant decline was gas ranges.

Higher fees for doctors, dentists, prepaid health care, and optical care moved the other commodities and services index from 129.6 to 130.1.

The consumer price index one year earlier (April 1957) was 120.9. Group indexes on that date were: food 116.7, shelter 134.0, clothing 108.5, household operation 119.4, and other commodities and services 125.1.

## City Consumer Price Indexes, March 1958

Consumer price indexes (1949=100) rose in all but one of the ten regional cities

\*See Table F-1 at back of book.

between the beginning of February and March 1958, remaining unchanged in Vancouver. Increases in the current period ranged from 0.1 per cent in St. John's to 1.2 per cent in Halifax\*.

Although a number of the group indexes were somewhat higher in many of the regional cities, it was increases in the food indexes across the country that accounted for most of the movement in the total indexes. Sharp increases for eggs occurred in Eastern Canadian cities, while a number of fresh fruits and vegetables, particularly potatoes and oranges, were higher in all regions. Beef and pork prices were up in all ten regional cities. Declines were generally limited to margarine, coffee, sugar and fresh tomatoes.

Regional consumer price index point changes between February and March were as follows: Halifax †1.5 to 122.7; Saint John †1.3 to 124.9; Montreal †1.0 to 125.0; Ottawa †0.8 to 125.1; Toronto †0.7 to 128.2; Saskatoon-Regina †0.6 to 121.1; Winnipeg †0.4 to 122.4; Edmonton-Calgary †0.2 to 120.4; St. John's †0.1 to 110.7. Vancouver remained unchanged at 124.5.

## U.S. Consumer Price Index, March 1958

The United States consumer price index (1947-49=100) rose to another record level in March. The latest increase was as large as any since the current upward movement began two years ago.

Between mid-February and mid-March, the index rose 0.7 per cent from 122.5 to 123.3, which is 7.5 per cent higher than the point from which the climb began two years ago, and 3.7 per cent higher than the year-earlier figure.

## U.K. Index of Retail Prices, February 1958

The United Kingdom index of retail prices (Jan. 17, 1956=100) dropped half a point between mid-January and mid-February. It was the second successive monthly decline.

During the month, the index fell from 108.1 to 107.6. Between mid-December and mid-January it had dropped one tenth of a point from 108.2.

\*See Table F-2 at back of book.

†On base June 1951=100.



*Forest Industries.* Hull, Queen's Printer, 1957. Pp. 261. John Davis, chairman of Forestry Study Group.

"This study... is concerned with the historical development, structure and economic outlook for Canada's forest industries..."

6. DUBE, YVES. *Housing and Social Capital*, by Yves Dube, J. E. Howes and D. L. McQueen. Hull, Queen's Printer, 1957. Pp. 164.

"Social capital is taken to include schools and universities, churches and related buildings, hospitals, roads and streets, airports, sewer and water systems, and other buildings and installations appertaining to public institutions and departments of government." This study forecasts housing and social capital for a 25-year period.

7. FULLERTON, D. H. *Canadian Secondary Manufacturing Industry*, by D. H. Fullerton and H. A. Hampson. Hull, Queen's Printer, 1957. Pp. 274.

Partial Contents: Introduction, Summary of Growth, and Statistical Background. Competitive Position of Canadian Secondary Industry. The Outlook for Secondary Manufacturing.

8. ROYAL BANK OF CANADA. *The Canadian Construction Industry*. Ottawa, Queen's Printer, 1957. Pp. 232.

This is an economic study and appraisal of all aspects of the construction industry, including probable trends and prospects for the next 25 years.

9. SLATER, DAVID W. *Canada's Imports*. Ottawa, Queen's Printer, 1957. Pp. 222.

"This is a study of the past and present position of Canadian imports, together with some speculations about the future of those imports."

10. SLATER, DAVID W. *Consumption Expenditures in Canada*. Ottawa, Queen's Printer, 1957. Pp. 198.

"This is a study of the growth and distribution of consumer expenditures in Canada."

11. SMITH, JOHN. *Canadian Economic Growth and Development from 1939 to 1955*. Hull, Queen's Printer, 1957. Pp. 80.

"The purposes of this study are to give some indication of the size or rate of this growth, to consider what the shape of the growth has been and to identify the factors which have operated as the causes, stimulants or determinants of the growth."

## Employment Management

12. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Suggestion Schemes, a Guide to Their Operation*. Melbourne? 1957. Pp. 18.

Describes how to start, administer, and operate a suggestion scheme and maintain it effectively.

13. BATSON, ROBERT J. *Employee Evaluation: a Review of Current Methods and a Suggested New Approach*. Chicago, 1957. Pp. 39.

The author explains the objectives of employee evaluation, describes some systems now being used, lists criticisms which various

raters have made, and, suggests a fresh approach to rating employees.

14. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Disciplinary Practices and Policies*. Washington, 1957. Pp. 14.

This survey of disciplinary practices and policies is based on information submitted by 160 executives. It includes about 25 punishable offenses with company policy regarding them.

15. EVANS, CHESTER EUGENE. *Supervisory Responsibility and Authority*. New York, American Management Association, 1957. Pp. 63.

This report is based on a survey made in three companies of 187 first-line foremen and 53 higher management personnel. These people were asked questions about seven topics: employee relations, quality control, costs, production schedules, time control, methods improvement, and maintenance.

16. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATIONS. *Talks to Foremen on Industrial Accident Prevention*. Toronto, 1956? Pp. 28.

Contents: Do Foremen know the Cost of Industrial Accidents? The Foreman's Responsibility in Safety. What a Foreman must do to Make his Department Safe. The Foreman must cut down Labour Turnover. The Foreman is a Leader of Men. The Foreman's Part in Hygiene.

## Industry

17. ORGANIZATION FOR EUROPEAN CO-OPERATION. COAL COMMITTEE. *The Coal Industry in Europe; a Study*. Paris, 1957. Pp. 92.

Examines the coal situation in 1956, the short-term and long-term prospects of the coal industry and special problems and difficulties confronting the coal industry.

18. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. IRON AND STEEL COMMITTEE. *The Iron and Steel Industry in Europe; a Study*. Paris, O.E.E.C., 1957. Pp. 93.

Describes the situation in the iron and steel industry in O.E.E.C. member countries in 1956.

## Interviewing

19. FRASER, JOHN MUNRO. *Interview Case Studies*. London, McDonald and Evans Ltd., 1957. Pp. 137.

"...The author illustrates and carefully analyses actual specimen interviews, abstracting the facts to be deduced from each, and tabulating the conclusions in a logical and clearly defined manner. Interview Record Sheets are given of each candidate showing how background and history may be translated into a forecast of the candidate's potential value to the enterprise."

20. U.S. CIVIL SERVICE COMMISSION. *Why? Who? Where? When? How and Then, What? A Guide for Those concerned with Exit Interviews in the U.S. Civil Service Commission*. Washington, 1956. Pp. 13.

## Labour Organization

21. JENKS, CLARENCE WILFRED. *The International Protection of Trade Union Freedom*. New York, F. A. Praeger, 1957. Pp. 592.



Published under the auspices of the London Institute of World Affairs.

"The present volume is an attempt to describe the development in recent years of international action for the protection of freedom of association for trade union purposes, and to state as concisely and descriptively as possible the current law and practice governing the international arrangements for such protection."

22. KAMPELMAN, MAX M. *The Communist Party vs. the C.I.O.; a Study in Power Politics*. New York, F. A. Praeger, 1957. Pp. 299.

The author shows how the Communists were able to gain control of some CIO unions. He points out that when established unions had strong leadership, the Communists didn't make much headway, but when the leadership was weak, or corrupt and ineffective, the Communists were able to take control.

### Labour Supply

23. DOUCY, A. *Technological Unemployment in Belgium*. Paris, O.E.E.C. (n.d., 1957?). Pp. 52.

This report "reviews successively: a number of general theories on, and proposals for dealing with, technological unemployment; economic and social conditions in Belgium; Belgian policy on technological unemployment, and the measures adopted in the various industrial sectors and certain pilot firms."

24. ENGINEERS JOINT COUNCIL. *Demand for Engineers, 1957. Part 1. Based on a Survey conducted by the Engineering Manpower Commission of Engineers Joint Council*. New York, 1957. Pp. 9.

### Labouring Classes

25. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Employee Job Satisfaction*. Washington, 1957. Pp. 12.

Some of the ways to develop job satisfaction are: 1. make employee's work more interesting; 2. make employee feel his job is important; 3. fringe benefits; and, 4. non-wage factors like job security, opportunity for advancement, and good supervision.

26. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1957*. Ottawa, Queen's Printer, 1957. Pp. 83.

27. INTERNATIONAL LABOUR OFFICE. *The Landless Farmer in Latin America; Conditions of Tenants, Share-Farmers and Similar Categories of Semi-Independent and Independent Agricultural Workers of Latin America*. Geneva, 1957. Pp. 117.

This report attempts "to analyze the situation of agricultural workers in Latin America who till land belonging to others on a cash-rental or share-farming basis or under some similar system of land tenure and to describe the legislative protection given to these classes of worker, its scope and implementation."

28. NEW YORK (STATE). DEPARTMENT OF LABOR. LEGAL BUREAU. *Labor Legislation enacted in New York State in 1957*. Albany, 1957. Pp. 40.

Prepared jointly by the Division of Research and Statistics, and the Legal Bureau of the Dept. of Labor.

29. U.S. BUREAU OF LABOR STATISTICS. *Analysis of Health and Insurance Plans under Collective Bargaining, Late 1955: Life Insurance, Accidental Death and Dismemberment, Accident and Sickness, Hospitalization, Surgical, Medical, Maternity*. Washington, G.P.O., 1957. Pp. 87.

Contains a detailed statistical analysis of the provisions of 300 health and insurance plans under collective bargaining, each covering 1,000 or more workers.

### Management

30. ABRUZZI, ADAM. *Work, Workers, and Work Management*. New York, Columbia University Press, 1956. Pp. 318.

The author describes work measurement procedures and problems arising from its application. He advances a new theory of work embodying new ideas on work fatigue and work skill.

31. AMERICAN MANAGEMENT ASSOCIATION. *Reporting Financial Data to Top Management*. New York, c1957. Pp. 192.

Financial reporting includes performance evaluation, cost and investment analysis, and reporting of industrial trends. "In this report, executives from major companies analyze top management's views and requirements; describe the basic elements of their financial reporting programs; discuss the financial aspects of long-range planning; and show how to present financial data more effectively for specific top management decisions."

32. GRABBE, EUGENE MUNTER, Ed. *Automation in Business and Industry*. New York, Wiley, 1957. Pp. 611.

Partial Contents: The Language of Automation, by E. M. Grabbe. Feedback Control Systems, by Harold Chestnut. Data Processing, by John W. Mauchly. Applications of Electronic Data-Processing Machines, by C. C. Hurd. Automatic Production of Electronic Equipment, by L. K. Lee. Process Control in the Petroleum and Chemical Industries, by C. G. Laspe. Manufacturing Automation, by R. W. Bolz.

33. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Industrial Standardization; Company Programs and Practices*, by Jack Rogers. New York, c1957. Pp. 71.

"This study describes the industrial standards practice of a representative group of companies. It reports how selected firms organize to carry on standards programs, which areas they concentrate upon, how certain standards are formulated, and how they are put into effect."

### Occupations

34. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Motor Vehicle Repair Trade*. Prepared by a National Committee

appointed by the Department of Labour. Ottawa, Queen's Printer, 1957. Pp. 105.

Contains operations of the motor vehicle repair trade which are considered essential in each and every province.

35. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Plumbing Trade*. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1956. (i.e. 1957). Pp. 55.

This analysis contains phases of the plumbing trade considered essential in all provinces.

## Retirement

36. HART, GIFFORD R. *Retirement; a New Outlook for the Individual*. 1st ed. New York, Harcourt, Brace, 1957. Pp. 179.

The author, who retired voluntarily as vice-president of a large pharmaceuticals company at the age of fifty-six, tells how to prepare for retirement and suggests how to get used to retirement afterwards.

37. U.S. CIVIL SERVICE COMMISSION. *Your Retirement System; Questions and Answers concerning the Federal Civil Service Retirement Law*. Washington, 1957. Pp. 36.

## Wages and Hours

38. CANADA. DEPARTMENT OF FISHERIES. ECONOMICS SERVICE. *The Incomes of Salmon Fishermen in British Columbia, 1953-1954*, by D. R. Buchanan and B. A. Campbell. Ottawa, Queen's Printer, 1957. Pp. 110.

39. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates and Hours of Labour. Annual Report No. 39, October 1956*. Ottawa, Queen's Printer, 1957. Pp. 275.

40. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Clerical Salaries in Twenty Cities*, by Mitchell Meyer and Harland Fox. New York, 1957. Pp. 24.

Under each city the following information is given: reporting companies broken down by industry classification and number of employees covered under each classification, weekly salaries paid, Oct 4, 1957, and, starting salaries, July to October, 1957.

41. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Wages and Hours in the Amusement and Recreation Industry in New York State, 1956*. New York, 1957. Pp. 158.

42. PIERRE, J. C. *Wage Systems in Industry*. Paris, O.E.E.C. (n.d., 1957?). Pp. 96.

The author, who is a Lecturer at the Catholic University of Louvain, limits his study to wage systems to those applying to Belgium. He discusses several different types of wage incentive plans.

43. THORSRUD, EINAR. *The Forty-Hour, Five-Day Week; an Experiment in a Norwegian Garment Factory*. Paris, O.E.E.C. (n.d., 1957?). Pp. 72.

The factory under study instituted the five-day week in January 1954. It employs 215 workers, most of whom are women. Productivity is higher and human relations are better.

44. U.S. BUREAU OF LABOR STATISTICS. *Employment Earnings in Retail Trade in October 1956; Distribution of Nonsupervisory Employees by Average Earnings; Summary Report*. Washington, G.P.O., 1958. Pp. 100.

"This bulletin provides information on the hourly and weekly earnings of nonsupervisory employees in retail trade (except eating and drinking places) in the United States in October 1956."

45. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure, Fabricated Structural Steel, March 1951*. Washington, G.P.O., 1958. Pp. 37.

The survey included plants primarily engaged in manufacturing fabricated iron and steel or other metal for structural purposes. The number of establishments surveyed was 279 with a total working force of 54,042.

## Miscellaneous

46. GREENE, GEORGE G. *The Government Employees' Compensation Act*. Ottawa, 1957. Pp. 12.

47. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Conference Board Economic Forum presents: The Business Outlook, 1958*. New York, c1957. Pp. 88.

The Economic Forum predicts, among other things: 1. an increase in unemployment in 1958; 2. a cutback in private industry's capital spending; 3. no increase in real income; and 4. the Gross National Product might range between \$438 and \$445 billion in the first half of 1958.

48. SCHUCHMAN, ABRAHAM. *Codetermination: Labor's Middle Way in Germany*. Foreword by J. B. S. Hardman. Washington, Public Affairs Press, 1957. Pp. 247.

This book "... is the first attempt to describe and analyze not only current practice but also the meaning, evolution and economic implications of codetermination." Codetermination concerns worker participation in the management of a firm.

49. TURNBULL, JOHN GUDERT. *Economic and Social Security: Public and Private Measures against Economic Insecurity*, by John G. Turnbull, C. Arthur Williams, Jr., and Earl F. Cheit. New York, Ronald Press Co., 1957. Pp. 539.

Partial Contents: Problems of Death and Old Age. The Social Security Act. Problems of Unemployment. Unemployment Insurance. Private Approaches: Unemployment. Problems of Occupational Disability. Workmen's Compensation. Nonoccupational Illness Problems. Voluntary Private Accidental Injury and Sickness Insurance. The Fair Labor Standards Act.

50. U.S. OFFICE OF EDUCATION. *Guidance Workers Certification Requirements*, by Royce E. Brewster. Washington, G.P.O., 1957. Pp. 58.

Forty-one States have certification for school guidance workers. Of these, thirty-four are mandatory and seven are optional. Twelve States certify school or counselling psychologists. They usually supplement the services provided by guidance workers.

# LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force .....	531
Table B-1—Labour Income.....	532
Tables C-1 to C-6—Employment, Hours and Earnings.....	533
Tables D-1 to D-5—Employment Service Statistics.....	539
Tables E-1 to E-4—Unemployment Insurance.....	545
Tables F-1 and F-2—Prices.....	547
Tables G-1 and G-2—Strikes and Lockouts.....	548
Tables H-1 and H-5—Industrial Accidents.....	550

## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 15, 1958**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,869	105	436	1,672	2,156	1,003	497
Agricultural.....	631	*	53	134	158	266	19
Non-Agricultural.....	5,238	104	383	1,538	1,998	737	478
Males.....	4,458	88	342	1,276	1,598	780	374
Agricultural.....	609	*	52	133	152	253	18
Non-Agricultural.....	3,849	87	290	1,143	1,446	527	356
Females.....	1,411	17	94	396	558	223	123
Agricultural.....	22	*	*	*	*	13	*
Non-Agricultural.....	1,389	17	93	395	552	210	122
All Ages.....	5,869	105	436	1,672	2,156	1,003	497
14—19 years.....	535	14	41	192	168	87	33
20—24 years.....	741	17	55	241	254	123	51
25—44 years.....	2,735	48	193	773	1,017	465	239
45—64 years.....	1,639	24	127	419	625	292	152
65 years and over.....	219	*	20	47	92	36	22
<i>Persons with Jobs</i>							
All status groups.....	5,314	81	372	1,478	2,003	935	445
Males.....	3,954	64	281	1,101	1,462	718	328
Females.....	1,360	17	91	377	541	217	117
Agricultural.....	608	*	49	127	153	260	18
Non-Agricultural.....	4,706	80	323	1,351	1,850	675	427
Paid Workers.....	4,274	72	291	1,219	1,700	610	382
Males.....	3,037	56	213	872	1,203	420	273
Females.....	1,237	16	78	347	497	190	109
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	555	24	64	194	153	68	52
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,303	163	467	1,500	1,723	945	505
Males.....	1,090	51	103	285	317	215	119
Females.....	4,213	112	364	1,215	1,406	730	386

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended February 15, 1958		Week Ended January 18, 1958		Week Ended February 16, 1957	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	577	552	549	524	335	315
Without Jobs.....	555	531	520	498	323	303
Under 1 month.....	95	—	137	—	75	—
1—3 months.....	295	—	273	—	195	—
4—6 months.....	127	—	79	—	40	—
7—12 months.....	29	—	22	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	22	21	29	26	12	12
1—14 hours.....	*	*	13	12	*	*
15—34 hours.....	13	13	16	14	*	*

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income**

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1957 Average.....	90	397	97	335	316	44	1,279
1957—February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84	396	92	343	328	45	1,288
1955—January.....	78	376	82R	327R	325R	43	1,231R
February.....	80P	380P	78P	328P	325P	43P	1,234P

R—revised; P—preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,576,528.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949=100). (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	155.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1957—Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1.....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1.....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1.....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.2	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1.....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1.....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1.....	113.6	183.8	161.1	69.23	107.9	176.8	162.8	71.59

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1 1958	Jan. 1 1958	Feb. 1 1957	Feb. 1 1958	Jan. 1 1958	Feb. 1 1957
<b>(a) Provinces</b>						
Newfoundland.....	108.4	116.1	119.7	61.27	60.65	59.44
Prince Edward Island.....	94.2	106.6	113.2	52.71	50.55	46.74
Nova Scotia.....	92.4	96.3	99.9	58.36	55.48	55.40
New Brunswick.....	93.8	97.9	106.4	57.63	56.84	57.51
Quebec.....	113.3	117.0	118.0	66.64	63.92	64.16
Ontario.....	116.9	120.3	121.5	72.06	68.79	69.39
Manitoba.....	104.2	107.7	106.1	64.91	62.08	62.46
Saskatchewan.....	114.8	121.0	113.6	66.92	65.37	63.84
Alberta (including Northwest Territories).....	141.6	146.6	145.4	71.57	69.24	68.80
British Columbia (including Yukon).....	106.9	111.6	113.9	73.47	70.55	71.09
<b>Canada.....</b>	<b>113.6</b>	<b>117.5</b>	<b>118.6</b>	<b>69.23</b>	<b>66.35</b>	<b>66.66</b>
<b>(b) Metropolitan Areas</b>						
St. John's.....	115.6	124.1	111.8	50.79	47.85	48.51
Sydney.....	91.1	93.3	92.3	75.00	69.62	67.88
Halifax.....	116.5	117.4	119.4	55.87	54.36	54.40
Saint John.....	99.7	105.2	108.4	51.96	50.48	52.11
Quebec.....	103.8	105.1	105.2	57.87	54.68	54.61
Sherbrooke.....	98.8	100.5	109.3	56.19	51.00	57.89
Three Rivers.....	108.2	109.9	111.3	64.02	60.12	63.08
Drummondville.....	72.7	74.1	76.6	58.03	55.78	57.28
Montreal.....	118.8	121.1	120.4	67.68	64.59	64.96
Ottawa—Hull.....	114.0	119.9	115.7	63.21	59.58	59.90
Peterborough.....	101.5	102.8	109.7	77.33	75.37	74.02
Oshawa.....	168.9	176.3	174.3	77.08	73.61	75.12
Niagara Falls.....	107.6	112.9	119.7	78.15	75.37	77.84
St. Catharines.....	112.8	116.6	125.5	79.31	76.50	78.38
Toronto.....	128.7	132.0	129.2	72.53	69.33	69.63
Hamilton.....	106.8	109.4	113.0	74.81	72.01	73.41
Brantford.....	86.0	85.6	86.8	65.48	61.46	63.69
Galt.....	110.6	109.9	112.2	60.92	58.39	60.58
Kitchener.....	110.0	113.6	113.9	63.99	59.91	62.38
Sudbury.....	142.0	144.8	139.2	86.60	84.62	82.73
London.....	116.6	116.7	119.1	64.60	61.89	62.11
Sarnia.....	131.6	134.0	129.3	89.47	85.25	81.08
Windsor.....	74.2	86.1	105.8	74.08	67.82	73.53
Sault Ste. Marie.....	128.3	130.9	129.6	87.46	85.54	83.37
Ft. William—Pt. Arthur.....	106.8	116.5	107.0	70.44	68.66	66.33
Winnipeg.....	103.0	107.8	103.8	62.36	59.46	59.02
Regina.....	114.9	120.7	114.4	62.95	61.80	60.46
Saskatoon.....	120.3	125.1	116.0	61.44	60.31	57.47
Edmonton.....	169.4	176.5	170.0	66.87	62.91	65.20
Calgary.....	151.9	157.0	153.2	67.11	66.01	63.62
Vancouver.....	111.5	115.2	114.5	72.14	69.47	69.60
Victoria.....	112.2	120.9	117.2	67.27	64.15	63.35

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1 1958	Jan. 1 1958	Feb. 1 1957	Feb. 1 1958	Jan. 1 1958	Feb. 1 1957
<b>Mining</b> .....	<b>126.1</b>	<b>126.1</b>	<b>124.1</b>	<b>87.59</b>	<b>83.22</b>	<b>82.51</b>
Metal mining.....	137.7	137.1	130.5	90.09	85.52	84.32
Gold.....	74.6	75.0	76.4	72.97	68.82	71.40
Other metal.....	196.6	195.0	181.0	96.15	91.51	89.41
Fuels.....	111.3	111.2	113.3	86.79	82.70	82.54
Coal.....	61.2	61.8	66.0	68.40	64.86	66.27
Oil and natural gas.....	294.4	291.5	287.6	100.75	96.52	96.26
Non-metal.....	118.1	121.3	127.7	76.69	72.86	74.02
<b>Manufacturing</b> .....	<b>107.9</b>	<b>109.0</b>	<b>115.1</b>	<b>71.59</b>	<b>68.47</b>	<b>69.17</b>
Food and beverages.....	100.1	102.5	100.0	64.41	62.41	61.05
Meat products.....	123.1	123.6	118.8	72.47	69.41	71.10
Canned and preserved fruits and vegetables.....	71.2	73.8	77.3	61.77	55.44	55.98
Grain mill products.....	100.8	101.5	102.4	68.61	67.18	64.00
Bread and other bakery products.....	106.9	108.7	106.4	61.21	60.79	57.19
Biscuits and crackers.....	88.9	83.6	88.2	53.74	48.38	50.03
Distilled and malt liquors.....	100.4	106.1	96.5	81.23	79.35	76.49
Tobacco and tobacco products.....	104.7	85.4	110.8	63.80	66.83	59.20
Rubber products.....	100.9	104.4	113.9	71.88	63.97	71.74
Leather products.....	85.5	84.1	89.6	49.63	44.39	48.04
Boots and shoes (except rubber).....	91.1	88.7	93.5	47.06	40.93	45.99
Textile products (except clothing).....	78.4	79.3	88.3	56.76	53.97	55.91
Cotton yarn and broad woven goods.....	79.1	80.8	88.7	51.70	49.19	52.65
Woolen goods.....	59.2	60.5	74.9	54.66	50.61	53.61
Synthetic textiles and silk.....	81.4	81.8	87.2	63.92	63.75	61.89
Clothing (textile and fur).....	90.4	87.4	95.4	46.11	40.12	45.30
Men's clothing.....	94.1	92.2	101.9	45.18	39.04	44.05
Women's clothing.....	95.6	89.1	95.7	48.38	40.88	47.15
Knit goods.....	75.5	75.3	83.2	45.02	40.28	45.16
Wood products.....	94.2	94.1	101.1	61.18	56.36	56.73
Saw and planing mills.....	92.2	91.0	98.3	63.58	58.54	57.28
Furniture.....	106.4	108.3	112.3	58.32	53.98	57.10
Other wood products.....	80.6	81.8	93.1	55.46	50.98	53.21
Paper products.....	111.6	114.1	121.5	83.22	80.15	81.49
Pulp and paper mills.....	109.3	111.8	122.8	89.87	87.57	87.92
Other paper products.....	117.3	120.0	118.2	67.80	62.95	64.95
Printing, publishing and allied industries.....	119.4	119.4	118.3	75.96	74.85	73.17
Iron and steel products.....	105.0	105.3	114.4	79.64	75.63	78.07
Agricultural implements.....	65.9	61.9	59.6	79.32	76.67	76.35
Fabricated and structural steel.....	161.9	162.2	166.1	82.03	76.97	79.72
Hardware and tools.....	92.4	93.6	100.9	72.36	69.10	71.41
Heating and cooking appliances.....	94.4	93.1	102.6	69.31	65.95	66.08
Iron castings.....	99.7	98.6	107.0	76.07	69.88	75.77
Machinery mfg.....	111.9	114.1	129.0	76.65	72.24	76.31
Primary iron and steel.....	109.5	111.2	125.7	91.55	90.56	88.34
Sheet metal products.....	99.1	99.9	108.7	76.74	72.08	73.77
Transportation equipment.....	128.0	134.1	147.9	79.05	75.14	76.45
Aircraft and parts.....	378.7	387.4	376.8	85.82	83.47	81.03
Motor vehicles.....	97.3	113.7	142.7	80.97	73.78	79.23
Motor vehicle parts and accessories.....	100.0	105.3	122.1	78.31	72.77	77.40
Railroad and rolling stock equipment.....	83.0	84.5	96.0	72.65	71.89	71.29
Shipbuilding and repairing.....	145.3	144.2	153.2	73.72	67.75	71.49
Non-ferrous metal products.....	127.6	130.2	131.5	83.63	82.49	78.42
Aluminum products.....	122.9	127.9	137.8	79.34	75.52	73.37
Brass and copper products.....	101.9	103.2	109.2	74.40	73.35	73.21
Smelting and refining.....	158.2	161.1	156.0	91.66	91.56	85.07
Electrical apparatus and supplies.....	139.9	141.8	153.4	77.00	74.00	75.68
Non-metallic mineral products.....	121.3	123.1	123.4	74.36	70.35	72.27
Clay products.....	90.0	95.0	93.6	70.33	66.41	68.16
Glass and glass products.....	130.4	129.6	128.1	71.94	69.35	70.33
Products of petroleum and coal.....	137.7	138.4	134.8	101.60	103.21	97.02
Chemical products.....	132.8	133.4	128.5	82.42	81.32	77.08
Medicinal and pharmaceutical preparations.....	117.9	118.5	115.1	73.38	71.31	70.02
Acids, alkalis and salts.....	149.5	151.7	136.7	92.01	93.50	87.36
Miscellaneous manufacturing industries.....	110.3	112.5	110.2	63.30	61.15	59.72
<b>Construction</b> .....	<b>105.7</b>	<b>111.3</b>	<b>113.9</b>	<b>75.37</b>	<b>64.78</b>	<b>72.94</b>
Building and general engineering.....	112.6	116.1	127.3	82.06	68.28	78.93
Building.....	116.1	118.5	134.6	80.71	67.23	78.65
Engineering work.....	98.2	106.0	97.5	88.74	73.20	80.49
Highways, bridges and streets.....	94.6	103.5	92.3	62.64	58.50	59.74
<b>Service</b> .....	<b>127.5</b>	<b>127.5</b>	<b>124.9</b>	<b>47.04</b>	<b>46.65</b>	<b>44.36</b>
Hotels and restaurants.....	118.2	118.7	118.2	38.46	38.42	37.08
Laundries and dry cleaning plants.....	110.9	112.1	109.3	41.73	40.38	39.43
Other service.....	178.0	174.9	167.4	68.90	69.09	65.11
<b>Industrial composite</b> .....	<b>113.6</b>	<b>117.5</b>	<b>118.6</b>	<b>69.23</b>	<b>66.35</b>	<b>66.66</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)  
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1958	Jan. 1, 1958	Feb. 1, 1957	Feb. 1, 1958	Jan. 1, 1958	Feb. 1, 1957
Newfoundland.....	39.1	41.4	40.9	163.1	169.8	157.0
Nova Scotia.....	39.6	37.6	41.1	149.3	150.7	142.7
New Brunswick.....	40.8	38.6	41.9	147.5	150.8	137.5
Quebec.....	41.0	38.1	42.4	148.2	149.1	141.1
Ontario.....	39.5	36.8	40.6	173.2	174.6	166.4
Manitoba.....	40.1	36.5	40.6	152.7	154.4	147.4
Saskatchewan.....	38.7	37.5	39.7	176.9	177.0	162.0
Alberta <sup>(1)</sup> .....	39.3	37.5	40.1	174.6	175.5	164.0
British Columbia <sup>(2)</sup> .....	36.9	34.3	36.8	197.9	199.5	188.0

<sup>(1)</sup> Includes Northwest Territories.

<sup>(2)</sup> Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCES: Man Hours and Hourly Earnings; Price and Prices Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3	165.8	66.82*	160.2	123.4	129.8
February 1, 1958 <sup>(1)</sup> .....	39.9	164.4	65.60	157.3	123.7	127.2

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

<sup>(1)</sup> Latest figures subject to revision.



**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1 1958	Jan. 1 1958	Feb. 1 1957	Feb. 1 1958	Jan. 1 1958	Feb. 1 1957	Feb. 1 1958	Jan. 1 1958	Feb. 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	42.5	40.2	42.9	195.7	193.9	181.6	83.17	77.95	77.91
Metal mining	43.4	40.8	43.0	201.2	200.8	187.9	87.32	81.93	80.80
Gold	43.4	40.7	42.9	158.0	156.7	156.8	68.57	63.78	67.27
Other metal	43.3	40.8	43.1	217.4	217.6	200.8	94.13	88.78	86.54
Fuels	40.5	39.4	42.9	190.2	184.4	173.3	77.03	72.65	74.35
Coal	38.4	37.9	41.5	174.5	166.7	154.9	67.01	63.18	64.28
Oil and natural gas	44.2	42.2	45.4	214.0	212.9	201.7	94.59	89.84	92.93
Non-metal	41.7	39.1	42.2	175.4	175.1	167.5	73.14	68.46	70.69
Manufacturing	39.9	37.2	40.9	164.4	165.8	157.5	65.60	61.68	64.42
Food and beverages	39.9	37.6	40.2	146.1	146.5	137.3	58.29	55.08	55.19
Meat products	39.7	37.5	39.7	170.9	170.0	165.7	67.85	63.75	65.78
Canned and preserved fruits and vegetables	38.1	31.4	40.6	135.9	133.5	120.3	51.78	41.92	48.84
Grain mill products	41.0	39.2	40.9	154.8	157.8	144.9	63.47	61.86	59.26
Bread and other bakery products	42.0	41.4	42.5	130.8	130.7	122.6	54.94	54.11	52.11
Distilled and malt liquors	39.3	37.7	38.9	189.6	191.4	179.0	74.51	72.16	69.63
Tobacco and tobacco products	40.3	38.7	40.2	149.0	160.6	135.4	60.05	62.15	54.43
Rubber products	39.7	33.8	41.6	167.0	164.6	162.8	66.30	55.63	67.72
Leather products	40.7	34.7	41.3	113.1	113.1	108.0	46.03	39.25	44.60
Boots and shoes (except rubber)	40.4	33.7	41.3	108.0	107.1	104.4	43.63	36.09	43.12
Textile products (except clothing)	40.8	38.1	42.9	123.6	124.2	119.0	50.43	47.32	51.05
Cotton yarn and broad woven goods	38.4	36.2	40.9	121.9	122.4	119.4	46.81	44.31	48.83
Woolen goods	42.0	38.1	44.0	116.3	116.1	111.5	48.85	44.23	49.06
Synthetic textiles and silk	43.0	42.9	45.2	132.2	133.2	125.2	56.85	57.14	56.59
Clothing (textile and fur)	37.9	32.1	39.2	107.8	107.3	104.1	40.86	34.44	40.81
Men's clothing	37.3	31.4	38.5	108.5	108.5	103.7	40.47	34.07	39.92
Women's clothing	37.2	29.8	37.9	114.7	115.4	111.4	42.67	34.39	42.22
Knit goods	39.5	35.2	41.1	102.5	100.4	100.7	40.49	35.34	41.39
*Wood products	39.9	35.9	39.4	144.6	145.1	135.5	57.70	52.09	53.39
Saw and planing mills	39.2	35.0	37.2	156.0	157.0	146.0	61.15	54.95	54.31
Furniture	40.7	37.3	42.4	131.4	131.6	125.6	53.48	49.09	53.25
Other wood products	41.2	37.1	42.8	121.2	122.4	115.5	49.93	45.41	49.43
Paper products	40.6	38.7	41.9	189.2	189.2	183.5	76.82	73.22	76.89
Pulp and paper mills	40.8	39.4	42.3	204.1	204.4	196.6	83.27	80.53	83.16
Other paper products	40.0	36.9	40.8	149.3	147.1	143.1	59.72	54.28	58.38
Printing, publishing and allied industries	38.7	38.2	39.8	192.9	192.3	184.4	74.65	73.46	73.39
*Iron and steel products	40.0	37.4	41.7	187.8	186.8	179.6	75.12	69.86	74.89
Agricultural implements	39.8	38.3	40.3	186.9	185.1	177.6	74.39	70.89	71.57
Fabricated and structural steel	40.6	37.2	41.5	184.4	183.3	175.6	74.87	68.19	72.87
Hardware and tools	40.3	38.3	42.0	165.7	164.4	160.1	66.78	62.97	67.24
Heating and cooking appliances	39.7	36.7	40.8	161.6	159.3	150.9	64.16	58.46	61.57
Iron castings	39.7	35.8	42.0	182.2	179.4	176.0	72.33	64.23	73.92
Machinery manufacturing	40.9	37.7	43.3	175.2	174.1	168.9	71.66	65.64	73.13
Primary iron and steel	39.7	39.3	41.2	220.2	219.6	208.1	87.42	86.30	85.74
Sheet metal products	39.4	36.6	40.3	181.2	178.6	170.6	71.39	65.37	68.75
*Transportation equipment	39.3	36.7	40.3	185.8	186.4	179.5	73.02	68.41	72.34
Aircraft and parts	41.0	40.0	41.9	190.8	189.3	180.3	78.23	75.72	75.55
Motor vehicles	35.2	30.8	38.2	199.3	200.1	191.8	70.15	61.63	73.27
Motor vehicle parts and accessories	39.0	35.2	41.1	185.9	188.1	179.8	72.50	66.21	73.72
Railroad and rolling stock equipment	39.6	39.4	39.8	178.9	178.4	175.9	70.84	70.29	70.01
Shipbuilding and repairing	40.2	35.6	41.4	180.5	183.3	170.7	72.56	65.25	70.67
*Non-ferrous metal products	40.0	39.7	41.1	194.9	194.8	177.8	77.96	77.34	73.08
Aluminum products	40.8	38.9	40.7	163.9	162.4	154.9	66.87	63.17	63.04
Brass and copper products	39.4	38.8	40.9	173.5	173.1	165.7	68.36	67.16	67.77
Smelting and refining	40.0	40.4	41.2	215.0	214.6	193.3	86.00	86.70	79.64
*Electrical apparatus and supplies	39.9	38.1	41.2	169.9	168.7	165.7	67.79	64.27	68.27
Heavy electrical machinery and equipment	39.7	38.9	41.1	191.1	189.8	183.4	75.87	73.83	75.93
Radios and radio parts	39.7	36.7	39.8	152.0	151.2	144.2	60.34	55.49	57.39
Batteries	39.9	37.0	42.4	163.5	163.1	162.7	65.24	60.35	68.98
Refrigerators, vacuum cleaners, and appliances	39.9	37.3	40.3	173.1	173.0	168.0	69.07	64.53	67.70
Miscellaneous electrical products	39.8	38.7	41.6	155.9	154.4	154.4	62.05	59.75	64.23
Wire and cable	41.1	37.9	43.1	183.0	179.9	180.2	75.21	68.18	77.67
*Non-metallic mineral products	42.2	39.1	42.8	165.1	165.3	159.0	69.67	64.63	68.05
Clay products	42.3	39.0	41.9	153.6	154.9	150.2	64.97	60.41	62.93
Glass and glass products	42.7	40.3	43.7	159.5	161.2	155.0	68.11	64.96	67.74
Products of petroleum and coal	40.0	40.1	41.7	225.5	234.6	211.5	90.20	94.07	88.20
Chemical products	40.5	40.0	41.0	179.2	179.9	165.6	72.58	71.96	67.90
Medicinal and pharmaceutical preparations	40.7	40.3	40.9	139.2	137.6	131.2	56.65	55.45	53.66
Acids, alkalis and salts	41.0	41.1	41.8	204.6	212.8	190.2	83.89	87.46	79.50
Miscellaneous manufacturing industries	40.9	38.4	41.6	136.0	136.2	127.9	55.62	52.30	53.21
*Durable goods	39.9	37.4	40.9	178.0	178.2	170.4	71.02	66.65	69.69
Non-durable goods	39.8	36.9	40.9	150.4	152.6	143.3	59.86	56.31	58.61
Construction	40.5	33.6	41.2	179.8	177.3	175.7	72.82	59.57	72.39
Building and general engineering	40.9	32.1	41.7	193.7	194.8	186.3	79.22	62.53	77.69
Highways, bridges and streets	39.5	36.7	40.0	148.0	144.7	144.2	58.46	53.10	57.68
Electric and motor transportation	43.3	42.4	44.5	164.8	163.6	155.9	71.36	69.37	69.38
Service	39.1	38.6	39.5	96.0	96.4	92.3	37.54	37.21	36.46
Hotels and restaurants	39.5	39.3	39.7	94.9	95.6	92.5	37.49	37.57	36.72
Laundries and dry cleaning plants	38.8	37.4	39.8	93.1	92.7	86.8	36.12	34.67	34.55

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
<b>Date Nearest:</b>							
April	1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
April	1, 1954.....	11,434	12,293	23,727	466,120	101,933	568,053
April	1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
April	1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
April	1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May	1, 1957.....	28,099	18,200	47,199	378,062	96,250	474,312
June	1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July	1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August	1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September	1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October	1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November	1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December	1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January	1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February	1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March	1, 1958 <sup>(1)</sup> .....	7,389	8,459	15,848	703,609	171,254	874,863
April	1, 1958 <sup>(1)</sup> .....	9,730	10,892	20,622	697,400	171,088	868,488

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILED VACANCIES BY INDUSTRY AND BY SEX AS AT FEBRUARY 28, 1958<sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Jan. 31, 1958	Feb. 28, 1957
<b>Agriculture, Fishing, Trapping</b> .....	<b>289</b>	<b>111</b>	<b>400</b>	<b>+138</b>	<b>-464</b>
<b>Forestry</b> .....	<b>270</b>	<b>7</b>	<b>277</b>	<b>-172</b>	<b>-1,501</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>625</b>	<b>41</b>	<b>666</b>	<b>-103</b>	<b>-271</b>
Metal Mining.....	289	13	302	-108	-290
Fuels.....	235	17	252	+4	+28
Non-Metal Mining.....	53	1	54	-16	+3
Quarrying, Clay and Sand Pits.....	10	2	12	+2	+4
Prospecting.....	38	8	46	+15	-16
<b>Manufacturing</b> .....	<b>2,020</b>	<b>1,509</b>	<b>3,529</b>	<b>+283</b>	<b>-2,870</b>
Foods and Beverages.....	168	126	294	+90	-60
Tobacco and Tobacco Products.....	27	2	29	-47	+17
Rubber Products.....	7	16	23	-1	-23
Leather Products.....	43	79	122	+2	-145
Textile Products (except clothing).....	48	75	123	+21	-200
Clothing (textile and fur).....	74	736	810	+132	-557
Wood Products.....	150	46	196	-27	-206
Paper Products.....	98	36	134	-31	-107
Printing, Publishing and Allied Industries.....	114	63	177	+31	-63
Iron and Steel Products.....	444	71	515	+83	-537
Transportation Equipment.....	355	30	385	+25	-403
Non-Ferrous Metal Products.....	79	30	109	+1	-127
Electrical Apparatus and Supplies.....	160	81	241	+30	-207
Non-Metallic Mineral Products.....	40	21	61	-8	-96
Products of Petroleum and Coal.....	13	7	20	-4	-35
Chemical Products.....	145	49	194	+8	-64
Miscellaneous Manufacturing Industries.....	55	41	96	-22	-57
<b>Construction</b> .....	<b>767</b>	<b>86</b>	<b>853</b>	<b>+140</b>	<b>-505</b>
General Contractors.....	584	58	642	+78	-348
Special Trade Contractors.....	183	28	211	+62	-157
<b>Transportation, Storage and Communication</b> .....	<b>406</b>	<b>166</b>	<b>572</b>	<b>+178</b>	<b>-547</b>
Transportation.....	342	58	400	+193	-426
Storage.....	22	17	39	-4	-26
Communication.....	42	91	133	-11	-95
<b>Public Utility Operation</b> .....	<b>99</b>	<b>17</b>	<b>116</b>	<b>+7</b>	<b>-112</b>
<b>Trade</b> .....	<b>1,246</b>	<b>1,333</b>	<b>2,579</b>	<b>+360</b>	<b>-1,048</b>
Wholesale.....	496	308	804	+125	-379
Retail.....	750	1,025	1,775	+235	-669
<b>Finance, Insurance and Real Estate</b> .....	<b>458</b>	<b>477</b>	<b>935</b>	<b>+32</b>	<b>-483</b>
<b>Service</b> .....	<b>1,549</b>	<b>4,862</b>	<b>6,411</b>	<b>+31</b>	<b>-3,512</b>
Community or Public Service.....	179	1,074	1,253	+80	-290
Government Service.....	859	303	1,162	-196	-980
Recreation Service.....	57	30	87	+32	-120
Business Service.....	165	319	484	-57	-542
Personal Service.....	289	3,136	3,425	+172	-1,580
<b>Grand Total</b> .....	<b>7,729</b>	<b>8,609</b>	<b>16,338</b>	<b>+894</b>	<b>-11,313</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT FEBRUARY 27, 1958<sup>(1)</sup>**

(SOURCE: FORM U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,181	828	2,009	9,699	2,111	11,810
Clerical workers.....	719	2,314	3,033	21,122	46,193	67,315
Sales workers.....	1,017	643	1,660	9,191	21,902	31,093
Personal and domestic service workers...	346	3,410	3,756	48,075	31,012	79,087
Seamen.....	28	.....	28	7,267	40	7,307
Agriculture and fishing.....	311	20	331	24,004	1,035	25,039
Skilled and semiskilled workers.....	2,328	978	3,306	333,891	31,726	365,617
Food and kindred products (inc. tobacco).....	28	5	33	2,863	903	3,766
Textiles, clothing, etc.....	32	780	812	5,298	19,376	24,674
Lumber and lumber products.....	199	.....	199	50,565	284	50,849
Pulp, paper (inc. printing).....	36	9	45	1,909	763	2,672
Leather and leather products.....	31	55	86	2,012	1,490	3,502
Stone, clay and glass products.....	12	.....	12	1,080	89	1,169
Metalworking.....	248	3	251	31,101	1,817	32,918
Electrical.....	53	5	58	4,941	1,914	6,855
Transportation equipment.....	6	.....	6	2,043	85	2,128
Mining.....	97	.....	97	3,245	.....	3,245
Construction.....	320	.....	320	102,363	10	102,373
Transportation (except seamen).....	325	5	330	59,590	221	59,811
Communications and public utility.....	26	.....	26	1,539	3	1,542
Trade and service.....	103	84	187	7,008	2,905	9,913
Other skilled and semiskilled.....	722	26	748	40,142	1,445	41,587
Foremen.....	52	6	58	7,631	411	8,042
Apprentices.....	38	.....	38	10,561	10	10,571
Unskilled workers.....	1,459	266	1,725	250,360	37,235	287,595
Food and tobacco.....	32	53	85	10,036	11,076	21,112
Lumber and lumber products.....	155	5	160	32,760	748	33,508
Metalworking.....	60	5	65	14,060	1,017	15,077
Construction.....	616	.....	616	130,085	4	130,089
Other unskilled workers.....	596	203	799	63,419	24,390	87,809
<b>Grand Total.....</b>	<b>7,389</b>	<b>8,459</b>	<b>15,848</b>	<b>703,609</b>	<b>171,254</b>	<b>874,863</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT FEBRUARY 27, 1958

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) February 27, 1958	Previous Month January 30, 1958	Previous Year February 28, 1957	(1) February 27, 1958	Previous Month January 30, 1958	Previous Year February 28, 1957
<b>Newfoundland</b> .....	<b>201</b>	<b>155</b>	<b>242</b>	<b>37,971</b>	<b>36,549</b>	<b>25,801</b>
Corner Brook.....	38	4	3	8,795	8,120	5,163
Grand Falls.....	6	4	46	3,569	3,532	2,388
St. John's.....	157	147	193	25,607	24,897	18,250
<b>Prince Edward Island</b> .....	<b>68</b>	<b>68</b>	<b>96</b>	<b>7,511</b>	<b>7,249</b>	<b>5,184</b>
Charlottetown.....	50	48	62	4,344	4,181	3,241
Summerside.....	18	20	34	3,167	3,068	1,943
<b>Nova Scotia</b> .....	<b>772</b>	<b>704</b>	<b>730</b>	<b>41,865</b>	<b>40,085</b>	<b>27,908</b>
Amherst.....	8	6	10	1,668	1,666	1,240
Bridgewater.....	12	6	34	2,919	3,025	1,750
Halifax.....	405	368	424	7,711	7,441	5,203
Inverness.....	.....	.....	.....	1,626	1,593	1,190
Kentville.....	33	13	36	4,681	4,375	3,692
Liverpool.....	2	9	83	1,319	1,257	768
New Glasgow.....	22	24	44	5,758	5,869	3,484
Springhill.....	.....	.....	1	1,027	1,102	907
Sydney.....	213	212	53	7,035	6,443	4,977
Truro.....	18	9	34	2,376	2,511	1,675
Yarmouth.....	59	57	11	5,745	4,803	3,022
<b>New Brunswick</b> .....	<b>644</b>	<b>461</b>	<b>955</b>	<b>46,427</b>	<b>45,492</b>	<b>34,291</b>
Bathurst.....	16	13	77	8,034	7,756	6,504
Campbellton.....	27	36	44	3,853	3,570	2,919
Edmundston.....	11	16	66	3,652	3,414	2,718
Fredericton.....	99	85	93	2,871	2,782	2,208
Minto.....	4	1	88	1,071	998	720
Moncton.....	362	208	395	11,953	12,496	9,390
Newcastle.....	20	.....	8	4,655	4,409	3,520
Saint John.....	91	83	148	3,876	3,825	2,545
St. Stephen.....	6	5	11	3,128	3,043	1,640
Sussex.....	5	8	8	866	889	697
Woodstock.....	3	6	17	2,468	2,310	1,430
<b>Quebec</b> .....	<b>3,604</b>	<b>3,508</b>	<b>6,626</b>	<b>271,079</b>	<b>255,530</b>	<b>187,286</b>
Asbestos.....	11	15	10	1,285	1,157	963
Beauharnois.....	16	14	32	1,650	1,710	950
Buckingham.....	8	5	7	1,508	1,347	1,294
Causapscal.....	11	42	3	4,216	3,508	3,181
Chandler.....	1	13	2	3,364	3,562	2,629
Chicoutimi.....	35	26	147	3,237	2,652	2,044
Dolbeau.....	21	35	2	2,670	2,099	1,638
Drummondville.....	24	36	72	3,153	3,296	2,440
Farnham.....	11	5	17	1,569	1,586	1,039
Forestville.....	17	9	703	3,351	2,552	1,732
Gaspé.....	3	3	1	3,002	2,770	2,318
Granby.....	16	11	47	2,856	2,804	1,957
Hull.....	17	22	39	5,712	5,335	4,503
Joliette.....	65	41	66	5,709	5,241	4,210
Jonquière.....	25	26	55	3,595	3,080	2,402
Laclute.....	5	8	15	1,219	1,375	838
La Malbaie.....	26	26	4	3,478	2,895	2,957
La Tuque.....	123	75	101	1,251	1,087	702
Lévis.....	67	51	100	6,356	6,217	4,852
Louiseville.....	39	22	45	2,262	1,863	1,411
Magog.....	1	1	7	1,341	1,235	810
Maniwaki.....	.....	.....	7	1,828	1,362	881
Matane.....	2	1	137	5,878	4,921	3,853
Mégantic.....	8	.....	.....	2,115	1,893	1,432
Mont-Laurier.....	.....	10	7	2,115	1,893	1,432
Montmagny.....	9	13	19	1,727	1,283	1,360
Montreal.....	1,892	1,746	3,123	81,856	81,203	52,773
New Richmond.....	5	8	1	3,117	3,005	2,564
Port Alfred.....	2	1	5	2,171	1,650	1,542
Quebec.....	355	412	506	19,665	19,099	16,453
Rimouski.....	79	33	81	7,228	6,380	4,874
Rivière du Loup.....	14	61	49	8,398	7,401	6,199
Roberval.....	27	12	13	2,201	1,784	944
Rouyn.....	58	103	44	4,290	4,249	1,937
Ste. Agathe.....	9	7	11	1,700	1,554	1,274
Ste. Anne de Bellevue.....	14	22	42	1,765	1,668	1,424
Ste. Thérèse.....	19	27	50	2,849	2,702	2,210
St. Hyacinthe.....	32	32	49	3,146	3,187	2,564
St. Jean.....	45	38	64	2,523	2,733	1,890
St. Jérôme.....	34	20	34	2,624	2,531	2,110
Sept Îles.....	52	54	186	2,707	2,454	1,786
Shawinigan Falls.....	13	16	67	6,559	6,172	4,370
Sherbrooke.....	88	62	158	7,490	7,127	4,856
Sorel.....	45	60	64	3,598	3,292	2,358
Thetford Mines.....	71	49	60	2,710	2,503	2,196
Trois-Rivières.....	97	133	168	7,878	7,777	5,938
Val d'Or.....	8	17	41	3,278	3,023	1,612
Valleyfield.....	17	12	39	3,288	3,169	2,336

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT FEBRUARY 27, 1958**

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) February 27, 1958	Previous Month January 30, 1958	Previous Year February 28, 1957	(1) February 27, 1958	Previous Month January 30, 1958	Previous Year February 28, 1957
<b>Quebec—con.</b>						
Victoriaville.....	20	47	28	3,878	3,962	2,462
Ville d'Alma.....	32	22	57	3,410	2,742	2,357
Ville St. Georges.....	15	4	47	5,044	4,235	3,430
<b>Ontario.....</b>	<b>5,535</b>	<b>5,365</b>	<b>10,097</b>	<b>265,903</b>	<b>256,811</b>	<b>168,259</b>
Arnprior.....	79	18	89	734	659	537
Barrie.....	19	15	49	1,796	1,713	1,334
Belleville.....	19	9	39	3,003	2,751	1,914
Bracebridge.....	35	48	183	1,894	1,787	1,186
Brampton.....	8	11	32	1,675	1,668	876
Brantford.....	59	55	69	3,935	3,895	2,849
Brockville.....	18	21	21	791	758	506
Carleton Place.....	8	2	3	538	665	353
Chatham.....	30	31	73	3,634	3,696	2,443
Cobourg.....	7	2	5	1,362	1,400	871
Collingwood.....	14	11	13	1,122	1,154	1,146
Cornwall.....	53	68	175	5,040	4,735	3,410
Fort Erie.....	2	2	23	1,023	976	554
Fort Frances.....	16	12	5	873	823	486
Fort William.....	101	57	128	3,592	3,251	1,943
Galt.....	40	31	123	2,224	2,120	1,025
Gananoque.....	2	4	3	570	580	402
Goderich.....	18	7	27	1,038	1,051	783
Guelph.....	49	53	105	2,896	2,797	1,675
Hamilton.....	430	434	653	20,604	20,881	11,406
Hawkesbury.....	8	14	24	1,627	1,670	1,353
Ingersoll.....	19	18	37	1,232	1,126	863
Kapuskasing.....	25	57	26	1,156	1,012	532
Kenora.....	11	15	27	1,216	1,189	592
Kingston.....	72	67	134	2,643	2,482	2,028
Kirkland Lake.....	66	49	102	1,804	1,805	837
Kitchener.....	78	62	64	4,545	4,479	2,827
Leamington.....	33	23	43	1,889	1,877	952
Lindsay.....	6	4	33	1,069	919	836
Listowel.....	17	9	33	701	691	501
London.....	287	291	605	6,667	6,545	4,930
Long Branch.....	65	70	104	5,171	5,096	3,281
Midland.....	7	16	28	1,803	1,800	1,428
Napanee.....	6	7	17	1,105	1,052	877
Newmarket.....	29	22	3	1,617	1,581	1,182
Niagara Falls.....	33	32	126	3,779	3,573	2,327
North Bay.....	16	4	19	3,151	2,701	1,520
Oakville.....	60	53	61	1,281	1,243	617
Orillia.....	30	13	15	1,703	1,638	1,029
Oshawa.....	27	28	76	5,239	4,949	4,208
Ottawa.....	630	782	1,477	8,581	7,851	6,806
Owen Sound.....	24	40	58	3,530	3,463	2,378
Parry Sound.....	3	4	3	595	616	437
Pembroke.....	76	67	131	2,787	2,583	1,885
Perth.....	19	20	20	955	897	673
Peterborough.....	86	208	48	4,836	4,386	3,182
Pictou.....	12	15	7	894	877	698
Port Arthur.....	108	90	194	5,723	4,895	3,198
Port Colborne.....	11	10	12	1,360	1,388	721
Prescott.....	16	18	20	1,536	1,495	911
Renfrew.....	5	7	15	1,070	937	734
St. Catharines.....	62	49	82	6,535	6,615	4,303
St. Thomas.....	32	30	82	1,719	1,745	1,048
Sarnia.....	48	47	80	3,316	3,285	3,033
Sault Ste. Marie.....	151	161	487	3,906	3,604	1,352
Simcoe.....	56	60	14	2,024	2,093	1,372
Sioux Lookout.....	22	26	18	284	284	160
Smiths Falls.....	18	7	10	687	740	527
Stratford.....	9	18	26	1,567	1,521	956
Sturgeon Falls.....	1	4	4	1,505	1,412	974
Sudbury.....	347	216	212	7,251	6,498	3,305
Timmins.....	52	27	92	2,793	2,642	1,554
Toronto.....	1,525	1,404	3,109	65,595	60,897	42,126
Trenton.....	40	34	53	1,316	1,260	921
Walkerton.....	39	22	42	1,112	1,087	785
Wallaceburg.....	5	4	10	966	983	922
Welland.....	28	9	86	4,065	3,582	1,837
Weston.....	125	146	145	3,519	3,305	2,509
Windsor.....	71	94	141	16,485	19,501	9,384
Woodstock.....	12	4	24	1,649	1,581	1,149
<b>Manitoba.....</b>	<b>1,091</b>	<b>1,110</b>	<b>2,065</b>	<b>35,879</b>	<b>35,630</b>	<b>26,167</b>
Brandon.....	159	141	205	3,538	3,491	2,421
Dauphin.....	10	10	24	2,329	2,288	1,543
Flin Flon.....	14	12	90	357	359	184
Portage la Prairie.....	39	31	42	1,866	1,795	1,300
The Pas.....	39	22	29	389	409	170
Winnipeg.....	830	894	1,675	27,400	27,288	20,549

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT FEBRUARY 27, 1958**

(SOURCE: Form U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) February 27, 1958	Previous Month January 30, 1958	Previous Year February 28, 1957	(1) February 27, 1958	Previous Month January 30, 1958	Previous Year February 28, 1957
<b>Saskatchewan</b> .....	<b>707</b>	<b>590</b>	<b>1,270</b>	<b>26,682</b>	<b>26,014</b>	<b>19,315</b>
Estevan.....	46	26	105	829	702	351
Moose Jaw.....	101	95	278	2,097	2,043	1,615
North Battleford.....	54	38	37	2,334	2,217	1,459
Prince Albert.....	51	39	70	3,081	3,148	2,181
Regina.....	187	174	320	6,475	6,381	4,945
Saskatoon.....	146	118	206	5,671	5,503	4,192
Swift Current.....	40	30	115	1,419	1,370	1,202
Weyburn.....	33	31	63	736	724	494
Yorkton.....	49	39	76	4,040	3,956	2,876
<b>Alberta</b> .....	<b>1,960</b>	<b>1,698</b>	<b>2,743</b>	<b>41,874</b>	<b>39,218</b>	<b>27,025</b>
Blairmore.....	3	7	5	923	624	327
Calgary.....	639	499	1,063	11,293	10,541	7,665
Drumheller.....	11	8	16	959	751	493
Edmonton.....	939	823	1,157	20,666	19,540	12,298
Edson.....	54	75	102	623	650	360
Lethbridge.....	93	97	163	3,695	3,517	3,222
Medicine Hat.....	185	148	136	1,918	1,812	1,405
Red Deer.....	36	41	101	1,797	1,783	1,255
<b>British Columbia</b> .....	<b>1,266</b>	<b>1,023</b>	<b>2,088</b>	<b>99,672</b>	<b>102,146</b>	<b>66,914</b>
Chilliwack.....	59	29	75	2,861	2,913	2,613
Courtenay.....	18	3	27	2,086	2,527	1,597
Cranbrook.....	16	30	9	1,805	1,733	968
Dawson Creek.....	18	18	18	1,800	1,647	577
Duncan.....	11	8	27	1,580	1,930	1,086
Kamloops.....	16	12	39	2,654	2,407	1,806
Kelowna.....	6	14	20	2,278	2,250	1,852
Kitimat.....	14	8	91	867	782	511
Mission City.....	8	2	32	1,941	2,046	1,742
Nanaimo.....	19	12	36	2,748	3,087	1,970
Nelson.....	19	24	37	1,937	1,906	1,466
New Westminster.....	139	108	222	11,560	11,982	8,410
Penticton.....	6	26	22	2,467	2,471	2,046
Port Alberni.....	15	14	14	1,793	2,029	851
Prince George.....	66	59	76	3,035	3,200	2,009
Prince Rupert.....	25	24	66	3,050	3,278	1,278
Princeton.....	.....	.....	2	738	713	632
Trail.....	26	21	6	1,670	1,611	1,203
Vancouver.....	579	457	1,005	42,817	43,941	27,487
Vernon.....	30	18	21	3,300	3,258	2,444
Victoria.....	157	108	205	6,053	5,808	3,986
Whitehorse.....	19	28	38	632	627	380
<b>Canada</b> .....	<b>15,848</b>	<b>14,682</b>	<b>26,912</b>	<b>874,863</b>	<b>844,754</b>	<b>588,150</b>
Males.....	7,389	6,822	14,218	703,609	677,163	474,661
Females.....	8,459	7,860	12,694	171,254	167,591	113,489

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 2 months.....	105,112	67,254	37,858	7,519	26,819	40,424	20,757	9,593
1958 2 months.....	92,200	57,968	34,232	6,930	24,640	34,309	18,034	8,287

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
FEBRUARY, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	29.6	10,680	118,512	2,562,742
Prince Edward Island.....	6.4	1,143	25,622	503,797
Nova Scotia.....	37.0	12,340	148,148	2,911,237
New Brunswick.....	36.7	9,574	146,709	3,021,117
Quebec.....	225.6	75,506	902,463	19,393,618
Ontario.....	220.9	86,608	883,373	18,969,452
Manitoba.....	31.3	8,724	125,357	2,635,635
Saskatchewan.....	23.7	6,588	94,733	2,053,276
Alberta.....	34.5	12,325	138,042	3,032,258
British Columbia.....	90.0	28,500	360,166	8,224,526
Total, Canada, February 1958.....	735.7	251,988	2,943,125	63,307,658
Total, Canada, January 1958.....	639.8	408,499	2,815,120	60,759,645
Total, Canada, February 1957.....	457.8	210,270	1,831,424	38,603,408

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE  
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW-  
ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, FEBRUARY, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	February 28, 1957 total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	869,349	151,520	77,913	178,642	244,021	100,056	45,068	72,129	40.8	572,387
Male.....	710,854	123,283	63,048	144,602	210,044	84,030	35,763	50,084	43.9	467,532
Female.....	158,495	28,237	14,865	34,040	33,977	16,026	9,305	22,045	27.0	104,855
Newfoundland.....	38,966	4,811	3,199	9,474	13,888	3,681	1,599	2,314	81.8	25,218
Male.....	37,437	4,569	3,071	9,107	13,574	3,520	1,499	2,097	83.2	24,215
Female.....	1,529	242	128	367	314	161	100	217	48.9	1,003
Prince Edward Island.....	7,305	515	369	1,286	3,940	690	218	287	78.5	5,039
Male.....	6,236	424	301	1,052	3,488	600	170	201	80.8	4,289
Female.....	1,069	91	68	234	452	90	48	86	64.8	750
Nova Scotia.....	44,482	6,352	3,599	11,790	12,864	4,166	2,010	3,701	59.5	28,912
Male.....	39,017	5,273	3,067	10,411	11,832	3,730	1,742	2,962	61.7	25,444
Female.....	5,465	1,079	532	1,379	1,032	436	268	739	44.0	3,468
New Brunswick.....	46,663	5,774	3,190	8,741	17,586	5,515	2,606	3,251	71.1	34,188
Male.....	40,314	4,841	2,784	7,438	15,823	4,900	2,086	2,442	73.7	29,483
Female.....	6,349	933	406	1,303	1,763	615	520	809	54.2	4,705
Quebec.....	271,718	50,891	25,415	51,437	79,931	31,403	12,109	20,532	42.6	186,972
Male.....	225,392	42,405	21,251	42,696	69,515	26,548	9,562	13,415	46.2	156,681
Female.....	46,326	8,486	4,164	8,741	10,416	4,855	2,547	7,117	25.1	30,291
Ontario.....	260,194	53,085	24,516	54,317	61,493	26,121	13,274	27,388	26.0	158,370
Male.....	198,554	41,366	18,447	41,271	49,091	20,178	9,821	18,380	26.9	119,178
Female.....	61,640	11,719	6,069	13,046	12,402	5,943	3,453	9,008	23.3	39,192
Manitoba.....	36,047	4,967	2,952	8,187	10,302	5,283	1,816	2,540	35.5	25,269
Male.....	28,198	3,706	2,143	5,890	8,734	4,575	1,464	1,686	41.4	19,480
Female.....	7,849	1,261	809	2,297	1,568	708	352	854	14.5	5,789
Saskatchewan.....	26,206	3,272	2,054	5,594	8,394	4,076	1,524	1,292	55.1	18,743
Male.....	22,007	2,669	1,637	4,421	7,511	3,656	1,277	836	59.3	15,571
Female.....	4,199	603	417	1,173	883	420	247	456	33.2	3,172
Alberta.....	43,111	8,065	4,636	9,824	9,942	5,902	2,313	2,429	36.0	27,520
Male.....	36,581	6,817	3,904	8,136	8,917	5,148	1,939	1,720	38.1	23,665
Female.....	6,530	1,248	732	1,688	1,025	754	374	709	24.1	3,855
British Columbia.....	94,657	13,788	7,983	17,992	25,681	13,219	7,599	8,395	33.2	62,156
Male.....	77,118	11,213	6,443	14,180	21,559	11,175	6,203	6,345	33.8	49,526
Female.....	17,539	2,575	1,540	3,812	4,122	2,044	1,396	2,050	30.7	12,630



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
FEBRUARY, 1958**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,424	5,667	757	9,282	7,254	2,028	2,741
Prince Edward Island.....	928	811	117	1,050	932	118	207
Nova Scotia.....	9,824	8,136	1,688	11,102	9,797	1,305	2,843
New Brunswick.....	9,981	7,984	1,997	10,672	9,347	1,325	2,657
Quebec.....	80,262	56,790	23,472	81,599	72,541	9,058	24,141
Ontario.....	84,487	57,001	27,486	89,999	80,143	9,856	19,362
Manitoba.....	8,440	6,872	1,568	9,617	8,451	1,166	1,709
Saskatchewan.....	6,033	4,854	1,179	6,872	5,863	1,009	1,537
Alberta.....	13,380	10,226	3,154	14,181	12,473	1,708	3,632
British Columbia.....	24,148	17,296	6,852	26,121	22,673	3,448	6,662
Total, Canada, February 1958.....	243,907	175,637	68,270	260,495	229,474	31,021	65,491
Total, Canada, January 1958.....	367,382	277,446	89,936	453,226	399,683	53,543	82,079
Total, Canada, February 1957.....	192,655	144,020	48,645	240,247	200,589	39,658	59,950

\* In addition, revised claims received numbered 41,402.

† In addition, 43,146 revised claims were disposed of. Of these, 4,481 were special requests not granted and 1,609 were appeals by claimants. There were 5,900 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT (REVISED)**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1957—February.....	3,982,000	3,436,000	546,000
March.....	3,987,000	3,414,600	572,400
April.....	3,963,000	3,404,200	558,800
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July.....	3,892,000	3,687,500	204,500
August.....	3,921,000	3,715,200	205,800
September.....	3,925,000	3,716,300	208,700
October.....	3,918,000	3,691,500	226,500
November.....	3,913,000	3,645,000	268,000
December.....	3,967,000	3,563,700	403,300
1958—January.....	4,168,000	3,423,800	744,200
February*.....	4,128,200	3,293,700	834,500

\* Preliminary.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	126.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH 1958**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	March 1957	February 1958	March 1958					
(1) St. John's, Nfld.....	108.8	110.6	110.7	107.6	111.3	103.1	108.5	120.6
Halifax.....	118.7	121.2	122.7	116.3	131.2	115.3	124.8	130.5
Saint John.....	122.1	123.6	124.9	118.1	134.7	117.1	121.2	136.8
Montreal.....	120.3	124.0	125.0	126.3	140.9	106.5	119.2	128.3
Ottawa.....	121.6	124.3	125.1	121.1	144.3	111.9	118.4	130.9
Toronto.....	123.5	127.5	128.2	121.3	153.1	113.4	121.5	133.2
Winnipeg.....	118.4	122.0	122.4	120.7	129.6	114.8	116.9	128.2
Saskatoon—Regina.....	117.8	120.5	121.1	118.5	119.9	119.1	122.4	124.3
Edmonton—Calgary.....	117.4	120.2	120.4	117.0	123.3	116.0	120.4	126.3
Vancouver.....	122.4	124.5	124.5	119.8	135.4	113.1	129.9	127.8

N.B. —Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-MARCH 1957 AND 1958†**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Days	Per cent of Estimated Working Time
<b>1958*</b>						
January.....	23†	23	9,364†	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.13
<b>Cumulative Totals.....</b>	<b>68</b>		<b>29,043</b>		<b>365,605</b>	<b>0.13</b>
<b>1957</b>						
January.....	24†	24	7,477*	7,477	52,680	0.05
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.07
<b>Cumulative Totals.....</b>	<b>73</b>		<b>19,859</b>		<b>173,240</b>	<b>0.06</b>

\* Preliminary figures.

† Strikes uncompleted at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, MARCH 1955, INVOLVING 100 OR MORE WORKERS**

(Preliminary. Subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began(1)	Date Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					March	To Date		
<b>In Progress Prior to March</b>								
<b>FISHING—</b> Fisheries Association of B.C. (seven companies) Vancouver, B.C.	United Fishermen and Allied Workers Union, No. 44.	700	Oct. 27 1957	Mar. 10	5,600	40,600	Prices offered by companies for herring.	Herring fishing season closed.
<b>MINING—</b> <i>Oleifer</i> Canadian Gyrsum Co., Ltd., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers Union, No. 294, C.L.C.	300(2)	Oct. 31 1957	.....	7,800	38,550	Wages, hours, union security and fringe benefits.	.....
<b>MANUFACTURING—</b> <i>Pulp and Paper—</i> Bradshaw Co. Ltd., Toronto, Ont.	Printing Specialiteisand Paper Products Union, No. 406, AFL-CIO/CLC.	150	Feb. 6	Mar. 18	1,650	4,125	Seniority and refusal to work overtime as cause for dismissal, conciliation procedures completed.	Return of workers.
<b>CONSTRUCTION—</b> Perini-McNamara Quemont Construction Company, Chute des Passes, Que.	National Syndicate of Construction Workers of Lake St. John.	700(2)	Feb. 27	Mar. 3	700	2,100	Disciplinary dismissal of three employees and working conditions.	Return of workers; union grievances to be discussed with conciliator.
<b>Commencing in March</b>								
<b>MINING—</b> <i>Coal—</i> Dominion Coal Co. Ltd., No. 12 Colliery, New Waterford, N.S.	United Mine Workers of America, No. 4527, IND.	942	Mar. 3	Mar. 5	940	940	Protesting disciplinary measures against some workers.	Return of workers pending further negotiations.
Cumberland Railway & Coal Co. Ltd., Springhill, N.S.	United Mine Workers of America, No. 4514, IND.	125	Mar. 5	Mar. 6	125	125	Workload increased.	Return of workers.
Dominion Coal Co., Ltd., No. 16 Colliery, New Waterford, N.S.	United Mine Workers of America, No. 4526, IND.	1,010	Mar. 7	Mar. 10	1,010	1,010	Sympathy walk-out with No. 12 Colliery.	Return of workers pending review of grievance.
Dominion Coal Co., Ltd., No. 26 Colliery, Glace Bay, N.S.	United Mine Workers of America, No. 4520, IND.	900	Mar. 14	Mar. 19	1,800	1,800	Work assignment.	Return of workers pending discussion of grievance with company.
Dominion Coal Co., Ltd., No. 16 Colliery, New Waterford, N.S.	United Mine Workers of America, No. 4526, IND.	1,010	Mar. 21	Mar. 26	3,030	3,030	Dispute with men and management re diesel operations.	Return of workers pending investigation of grievance.
Dominion Coal Co., Ltd., No. 12 Colliery, New Waterford, N.S.	United Mine Workers of America, No. 4527, IND.	942	Mar. 24	Mar. 26	1,885	1,885	Sympathy with No. 16 Colliery.	Return of workers pending referral to grievance committee.

	437	Mar. 25	Mar. 26	435	435	Sympathy with No. 12 and No. 16 Collétiés.	Return of workers pending referral to grievance committee.
Dominion Coal Co., Ltd., No. 18 Colliery, Glace Bay, N.S.							
<b>MANUFACTURING—</b>							
<i>Clothing—</i> Various Hat and Cap Manufacturers (Five firms) Toronto, Ont.	120	Mar. 27	Mar. 31	360	360	Wages.	10 cents an hour increase retroactive to Jan. 1, 1958, an additional statutory holiday and increased overtime rates.
Hyde Park Clothes Ltd., Montreal, Que.	158	Mar. 17		1,735	1,735	Union recognition.	
<b>CONSTRUCTION—</b>							
Various Electrical Firms, Vancouver Island and Lower Mainland, B.C.	1,350	Mar. 3	Mar. 28	25,650	25,650	Wages (conciliation procedures completed).	Return of workers with partial settlement, wages to be referred to arbitrator.
Heavy Construction Association of B.C. (Twenty Firms) Vancouver, B.C.	3,000	Mar. 4		60,000	60,000	Wages.	
J. A. Jones Construction, Stephenville, Nfld.	375	Mar. 10	Mar. 14	1,500	1,500	Union recognition.	Return of workers when company agreed to negotiate an agreement.
Gas Machinery (Canada) Limited, Hamilton, Ont.	130	Mar. 10	Mar. 11	65	65	Weekly hours for training period.	Hours of trainees reduced from 60 to 30 per week.
Jamieson Construction, Fort Albert, B.C.	150	Mar. 12		1,660	1,660	Wages.	
<b>TRANSPORTATION—</b>							
<i>Communication—</i> Northern Electric Co., Toronto, London, Belleville, Fort Frances, Ont.; Regina, Sask.; Calgary, Alta.; Vancouver, B.C.	2,114	Mar. 24		12,685	12,685	Wages (Conciliation procedures completed).	

(1) In this table the date began is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.  
(2) 43 indirectly affected; (3) 100 indirectly affected.  
\* It has been reported that the Northern Electric Co. strike terminated early in April; details will be carried in the April report.

## H—Industrial Accidents

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA BY MAIN INDUSTRY GROUPS  
1928-1957**

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply <sup>1</sup> &	Transportation Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929.....	156	235	54	234	250	298	40	326	58	1	114	.....	1,766
1930.....	122	175	36	258	196	324	42	327	58	.....	117	.....	1,655
1931.....	163	76	40	158	142	217	44	205	43	3	97	.....	1,188
1932.....	154	73	30	123	116	124	21	196	51	2	83	1	974
1933.....	111	91	36	112	103	65	15	161	48	3	63	.....	808
1934.....	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935.....	124	116	38	175	133	103	25	184	44	1	66	.....	1,009
1936.....	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937.....	156	149	52	201	157	170	23	227	46	1	65	.....	1,247
1938.....	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939.....	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940.....	127	177	34	175	144	173	25	236	51	1	65	.....	1,208
1941.....	144	178	24	262	263	176	30	317	65	1	93	.....	1,553
1942.....	107	170	34	199	315	227	21	318	44	1	84	.....	1,510
1943.....	99	151	49	213	310	154	16	334	59	1	79	.....	1,465
1944.....	109	137	34	159	276	100	17	264	53	1	59	.....	1,204
1945.....	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946.....	119	145	41	174	346	132	22	237	53	3	99	7	1,478
1947.....	117	192	30	190	265	170	40	289	57	8	110	8	1,376
1948.....	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949(1).....	113	141	32	201	249	152	42	249	43	2	131	4	1,359
1950(1).....	58	160	42	173	243	156	61	193	54	.....	119	.....	1,259
1951(1).....	97	179	20	188	219	213	31	240	49	3	130	.....	1,369
1952(1).....	102	176	21	212	228	248	42	242	44	1	102	.....	1,418
1953(1).....	114	167	33	187	242	223	35	178	58	4	80	.....	1,321
1954(1).....	100	168	31	204	207	238	26	193	53	3	73	.....	1,296
1955(1).....	88	183	32	179	219	243	42	211	50	5	74	.....	1,326
1956.....	106	197	18	250	200	312	30	228	56	1	64	.....	1,462
1957(2).....	92	135	23	181	200	335	42	203	59	2	79	.....	1,351

(1) Prior to 1956 the Department had classified as "industrial" fatalities, deaths which occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned. This practice has been discontinued. Figures for the years 1949 to 1955 have been revised accordingly.

(2) These figures are preliminary. They include 1,084 reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 267 compiled from other sources some of which will presently be reported by the Boards. The 267 fatalities were distributed as follows: Agriculture 84; Logging 13; Fishing and Trapping 18; Mining 4; Manufacturing 18; Construction 37; Electricity, Gas and Water Production and Supply 2; Transportation, Storage and Communications 53; Trade 10; Finance 2; Service 25.



TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND CAUSES

Causes	1957 (1)										1956 (2)															
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production	Transportation, Storage and Supply	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production	Transportation, Storage and Supply	Trade	Finance	Service	Unclassified	TOTAL
<b>Caught In, On or Between:</b>																										
Machinery.....	3			4	11	3	1																			
Belts, pulleys, chains, lines, etc.				1	1																					
Elevators, hoisting and conveying apparatus				1	5	7																				
Buildings and structures (including parts of these such as doors, sheds, etc.).....																										
Automobiles and trucks.....	2	3			1	4																				
Tractors, loadmobiles, etc.					3	6																				
Mains and quarry cars.....				4	3	1																				
Trains or other railway vehicles.....																										
Streetcars																										
Miscellaneous transportation vehicles and craft.....																										
Materials in use or stored in plant.....						1																				
Objects in water (e.g., logs, caught between boat and wharf)																										
Miscellaneous.....			1	1	2	3																				
<b>Total.....</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>12</b>	<b>23</b>	<b>25</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>86</b>	<b>12</b>	<b>3</b>	<b>13</b>	<b>25</b>	<b>14</b>	<b>1</b>	<b>10</b>	<b>5</b>	<b>83</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>10</b>	<b>5</b>	
<b>Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in on or between,:</b>																										
Involving street railways.....						1																				
Involving automobiles and trucks.....	10	4		12	18	32	5																			
Involving tractors, loadmobiles, etc.	32	10		2	3	21																				
Involving mine and quarry cars.....																										
Involving water craft.....	15	11		6		5																				
Involving aircraft.....				2	1	5																				
Involving other transport agencies.....																										
Involving elevators and other hoisting and conveying apparatus.....																										
Involving animal-drawn vehicles and implements.....	3	1																								
Involving miscellaneous agencies.....	1																									
<b>Total.....</b>	<b>46</b>	<b>30</b>	<b>11</b>	<b>22</b>	<b>23</b>	<b>64</b>	<b>5</b>	<b>99</b>	<b>34</b>	<b>32</b>	<b>366</b>	<b>43</b>	<b>42</b>	<b>8</b>	<b>13</b>	<b>36</b>	<b>70</b>	<b>3</b>	<b>107</b>	<b>26</b>	<b>17</b>	<b>365</b>	<b>3</b>	<b>107</b>	<b>26</b>	



<b>Falls and Slips (a) falls on same level</b>												
Due to rough ground or floor surfaces.....	1											1
Due to collapse of resistance.....												1
Due to tripping over or stepping on object.....												1
Due to slippery surfaces.....	1											1
Due to slipping while handling materials.....												1
Due to slipping while operating machines.....												1
Due to physical condition of workman.....												1
Due to vehicles in motion (other than struck by, collision, etc.).....												1
Miscellaneous.....												1
<b>Sub Total</b> .....												<b>3</b>
<b>b) falls to different levels</b>												
From ladders or stairs.....												13
From scaffolds and stagings.....												33
From platforms, ramps and stationary vehicles.....												8
From buildings, roofs and towers.....												29
From bridges, trestles and catwalks.....												9
From poles, trees, logs and stumps.....												7
From stockpiles and loads.....												0
From other moving transportation vehicles.....												19
Into holds of vessels.....												3
Into shafts, pits, excavations, etc.....												25
Into rivers, lakes, sea or harbours.....												77
Into storage bunkers.....												5
Into tanks, vats or kilns.....												0
Miscellaneous falls to different level.....												10
<b>Sub Total</b> .....												<b>251</b>
<b>Total</b> .....												<b>237</b>
<b>Conflagrations, Temperature Extremes and Explosions</b>												
Conflagrations.....												1
Exposure to welding flashes.....												1
Exposure to cold or cold substances.....												3
Exposure to steam or other hot vapours.....												2
Exposure to hot liquids or molten metal.....												2
Exposure to heat or hot substances, N.E.S.....												13
Explosions—blasting accidents.....												41
Explosions of coal and/or dust.....												1
Air blasts (bumps) in mines.....												3
Explosions of steam pressure apparatus.....												8
Explosions of liquid air, gas pressure apparatus and containers.....												1
Explosions of gasoline and/or oil.....												5
Explosion of chemicals.....												9
Ammunition and firearms (accidental).....												3
Other explosions.....												11
<b>Total</b> .....												<b>114</b>

TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND CAUSES

Causes	1957 (1)										1956 (2)																
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production	Transportation, Storage and Supply	Trade, Communications	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production	Transportation, Storage and Supply	Trade, Communications	Finance	Service	Unclassified	TOTAL	
<b>Inhalation, Contact, Absorption, Ingestion</b> (asphyxiation, poisoning, etc.)																											
Exposure to acids, alkalis and similar chemicals.....								1				2															
Exposure to poisonous gasses.....								5				24															
Exposure to dust.....								36				56															
Exposure to poisonous vegetation.....																											
Exposure to radioactive substances.....																											
Exposure to miscellaneous poisonous agencies.....																											
<b>Total.....</b>	2		2	40	21	10		6			82																
<b>Contact with Electric Current</b>																											
Lightning accidents.....	2										3																
Exposure to or contact with electricity.....	1			3	12	29	24		7	3	81																
<b>Total.....</b>	3			3	12	29	24		7	3	84																
<b>Over-exertion and Industrial diseases</b>																											
Over-exertion resulting in strains, hernia, etc.....	1	2	1	5	3	6	1		6	2	30																
Industrial diseases.....																											
<b>Total.....</b>	1	2	1	5	4	6	1		6	2	31																
<b>Miscellaneous Accident Types</b>																											
Violence.....																											
Bites, stings, etc., by animals, reptiles and insects.....																											
Infection, N.E.S.....																											
Miscellaneous.....																											
<b>Total.....</b>				1	2	3					17																
<b>Grand Total.....</b>	92	135	23	131	200	335	42	203	59	2	1,351*																

(1) Preliminary. (2) Revised.  
\* See footnote (2) Table H-1.

TABLE H-4. — INDUSTRIAL FATALITIES IN CANADA IN 1957, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1957 <sup>(1)</sup>	Per Cent of Total	Total 1956 <sup>(2)</sup>	Per Cent of Total	No. of Employed (Thousands)
Agriculture.....	3	4	7	5	12	9	11	13	8	12	5	3	92	6.8	106	7.3	745
Logging.....	13	14	6	14	14	11	16	7	11	10	13	6	135	10.0	197	13.5	105
Fishing and Trapping.....	2	7	1	1	4	.....	1	3	3	.....	.....	1	23	1.7	18	1.2	21
Mining and Quarrying.....	24	8	11	11	9	18	13	13	21	19	20	14	181	13.4	250	17.1	116
Manufacturing.....	23	20	12	19	21	11	14	11	22	9	24	14	200	14.8	200	13.7	1,469
Construction.....	31	20	13	24	31	26	37	43	23	37	22	23	335	24.8	312	21.3	433
Electricity, Gas and Water Production and Supply.....	.....	3	4	1	2	3	8	2	7	3	6	3	42	3.1	30	2.0	72
Transportation, Storage and Communications.....	26	16	14	23	12	16	14	23	6	25	19	9	203	15.0	228	15.6	433
Trade.....	11	3	10	3	2	3	4	1	10	6	2	4	59	4.4	56	3.8	887
Finance.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1	.....	.....	2	0.2	1	0.1	203
Service.....	7	8	4	3	5	3	11	8	11	4	9	6	79	5.8	64	4.4	1,176
Total.....	140	103	83	104	112	100	129	124	127	126	120	83	1,351*	100.0	1,462	100.0	5,660

(1) Preliminary figures.

(2) Revised figures.

(3) Annual average compiled from the Labour Force bulletin published by the Dominion Bureau of Statistics.

\* See footnote (2) Table H-1.





**TABLE H-5.—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, IN CANADA  
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Province	Medical <sup>(1)</sup> Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
<b>1953</b>					
Newfoundland.....	5,630	3,972	114	16	9,732
Prince Edward Island.....	479	516	10	0	1,005
Nova Scotia.....	9,732	6,565	519	39	16,855
New Brunswick.....	5,328	7,353	227	20	12,928
Quebec.....				191	93,306
Ontario.....	143,467	55,992	2,198	319	201,976
Manitoba.....	11,759	5,168	382	37	17,346
Saskatchewan.....	8,547	7,466	162	43	16,218
Alberta.....	23,522	17,570	749	124	41,965
British Columbia.....	43,569	23,909	1,253	207	68,938
<b>Total.....</b>					<b>480,269</b>
<b>1954</b>					
Newfoundland.....	5,357	3,774	74	28	9,233
Prince Edward Island.....	578	561	9	4	1,151
Nova Scotia.....	9,655	7,074	508	50	17,287
New Brunswick.....	5,429	7,427	168	23	12,946
Quebec.....				253	87,011
Ontario.....	135,670	55,648	1,994	276	193,588
Manitoba.....	11,421	4,998	367	41	16,827
Saskatchewan.....	9,399	8,677	237	50	18,363
Alberta.....	22,922	16,679	749	102	40,452
British Columbia.....	42,488	23,230	1,175	192	67,085
<b>Total.....</b>					<b>463,943</b>
<b>1955</b>					
Newfoundland.....	5,008	4,193	95	17	9,913
Prince Edward Island.....	771	635	12	2	1,360
Nova Scotia.....	9,878	7,437	543	44	17,902
New Brunswick.....	6,560	8,245	194	33	15,032
Quebec.....				227	95,257
Ontario.....	147,330	59,284	1,922	278	208,814
Manitoba.....	11,661	5,521	121	29	17,332
Saskatchewan.....	9,082	8,011	137	52	17,282
Alberta.....	24,858	17,760	698	116	43,422
British Columbia.....	43,573	25,036	1,223	180	70,012
<b>Total.....</b>					<b>496,336</b>
<b>1956</b>					
Newfoundland.....	5,926	4,831	86	12	10,855
Prince Edward Island.....	786	663	13	7	1,469
Nova Scotia.....	10,628	7,629	549	84	18,890
New Brunswick.....	7,279	8,983	195	25	16,482
Quebec.....				212	106,004
Ontario.....	164,416	65,313	2,250	312	232,291
Manitoba.....	12,341	5,843	128	30	18,342
Saskatchewan.....	10,813	9,202	130	50	20,195
Alberta.....	27,363	21,336	769	126	49,594
British Columbia.....	49,635	28,210	1,191	229	79,265
<b>Total.....</b>					<b>553,387</b>
<b>1957<sup>(2)</sup></b>					
Newfoundland.....	4,876	3,743	32	7	8,658
Prince Edward Island.....	666	530	4	2	1,202
Nova Scotia.....	9,483	7,400	93	51	17,027
New Brunswick.....				17	16,014
Quebec.....				291	110,401
Ontario.....	177,154	68,722	2,278	338	248,492
Manitoba.....	12,508	5,650	226	30	18,414
Saskatchewan.....	11,425	10,978	250	63	22,716
Alberta.....	25,808	20,236	784	105	49,933
British Columbia.....	48,738	25,620	1,322	191	75,871
<b>Total.....</b>					<b>568,728</b>

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

(2) Preliminary figures.

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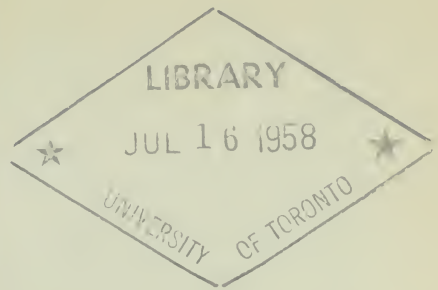




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Apprenticeship Training Advisory Committee (p. 608)

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Vol. LVIII, No. 6	CONTENTS	JUNE 30, 1958
Current Manpower and Labour Relations Review .....		561
Notes of Current Interest .....		577
Second Constitutional Convention, Canadian Labour Congress		586
Union Label Trades Department Convention .....		607
9th Meeting, Apprenticeship Training Advisory Committee ..		608
C.C.A. Submits Annual Brief to Cabinet .....		610
Railway Brotherhoods Submit Brief .....		612
3rd Annual Labour-Management Conference .....		613
16th Annual Conference of Personnel Association of Toronto		614
Ontario Select Committee on Labour Relations Reports .....		615
Successful Rehabilitation—VII .....		616
Employment of Handicapped in U.K. ....		618
Women Engineers .....		619
50 Years Ago This Month .....		620
<b>International Labour Organization:</b>		
42nd International Labour Conference .....		621
41st (Maritime) Session, ILO Conference .....		622
6th Session, Textiles Committee .....		625
Teamwork in Industry .....		627
<b>Industrial Relations:</b>		
Certification Proceedings .....		628
Conciliation Proceedings .....		628
Canadian Railway Board of Adjustment No. 1 .....		638
<b>Labour Law:</b>		
Legal Decisions Affecting Labour .....		642
Recent Regulations under Provincial Legislation .....		645
<b>Unemployment Insurance:</b>		
Monthly Report on Operation .....		651
Decisions of Umpire .....		652
Labour Conditions in Federal Government Contracts .....		655
Prices and the Cost of Living .....		660
Strikes and Lockouts .....		662
Publications Recently Received in Department's Library ...		663
Labour Statistics .....		669

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## manpower and labour relations

# REVIEW

Economics and Research Branch, Department of Labour, Canada

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### Current Manpower Situation

EMPLOYMENT increased substantially in May for the second successive month. Estimated employment in the week ending May 24 was 5,665,000, still under the year-earlier figure by 22,000. However, the employment increase in the two months March to May was 348,000, a considerably greater absolute gain than in the similar period in any of the past five years and, in percentage terms, equal to the record increase at the beginning of the boom in 1955.

An early arrival of warm weather this year altered the usual pattern in agriculture by advancing the seasonal demand for labour. In total, however, the upturn in farm operations has been close to normal, accounting for one third of the employment gain during April and May. Among the non-agricultural industries, construction, services, trade and forestry showed better-than-average gains. Employment in construction rose by 116,000, bringing the total up to last year's comparable figure for the first time this year. In forestry, employment increased contra-seasonally in this two-month period but was still down from last year by 30 per cent. The trend in the trade and services group continued steadily upward; estimated employment in these in May was 2.1 and 4.4 per cent higher respectively than in May 1957.

The substantial labour force growth of the past year is easing. From April 1957 to April 1958, the annual growth rate averaged 3.8 per cent, compared with a long term average of 2.2 per cent. These large additions to the labour force reflect the heavy immigration that prevailed during the last half of 1956 and the first of 1957. A slower rate of growth has been expected as a result of the sharp cutback in immigration during the past year. In May, the increase from a month earlier was less than half the comparable figure last year and as a result the year-to-year increase dropped to 2.6 per cent.

Unemployment declined sharply during the month, but was still much higher than a year earlier. As a percentage of the labour force, seasonally adjusted, the number of persons without jobs and seeking work fell to 6.6 per cent from 6.9 per cent in April. During the month, the number of persons on temporary layoff fell from 32,000 to 19,000. There was no significant change in the number on short time.

In all regions and in most local areas, the sharp rise in activity was reflected in a larger-than-usual drop in unemployment, although heavy surpluses of labour were still prevalent in most areas. At June 1, labour

**A Monthly Labour Gazette Feature**

demand and supply were considered to be in balance in less than 10 per cent of the 109 areas regularly surveyed, compared with more than 50 per cent last June.

Construction has been responsible for much of the surprisingly strong demand for labour of the past two months. Increased activity has been reflected in construction employment and has also stimulated activity in building supplies. Steel and lumber production, for example, have increased substantially in the past few months as a direct result of orders from the construction industry.

Two significant features characterize construction forecasts for 1958. The value of outlays in 1958 is expected to be higher than last year's record; and a marked shift in emphasis is anticipated, from industrial and engineering construction to housebuilding. The contrast with 1957 is particularly noticeable because of the sharp slump in housing in the early part of that year. For 1957 as a whole expenditures on housing, as a proportion of all construction outlays, dropped to 24 per cent from an average of 30 per cent in the three previous years. This proportion is expected to rise to 27 per cent in 1958.

Actual expenditures have followed the forecast pattern, at least during the first quarter of the year. The value of residential construction in this period was at an annual rate of some 18 per cent over the 1957 average, and non-residential construction was some 9 per cent lower. More recent figures show a continuation of the upward trend in housing. In the first five months, the number of housing units started was estimated to be 86 per cent greater than in the same months of last year; starts were higher in all regions, and in some were at record levels. Though sketchy, the evidence available on non-residential construction also suggests improvement in the past two months. The value of contract awards for industrial building rose significantly in May, and other non-residential building contracts remained well above last year's figures.

## **Recent Economic Developments in Canada and the U.S.**

Certain important characteristics of the current business slump are shared by Canada and the United States. In both countries total non-farm output held up until the fourth quarter, maintained by the continuing strength of the service industries. Differences, however, in the timing and the intensity of the decline are apparent between the countries. Industrial production, for example, began falling in February 1957 in Canada, preceding the American decline by six months; and in Canada the turning point in non-farm employment occurred earlier, too (May compared with August).

While weaknesses developed earlier in the Canadian economy than in the American, the slowdown in activities was more moderate in Canada. The total value of non-farm production fell by less than 1 per cent between the peak in the third quarter of 1957 and the first quarter of 1958. The United States, on the other hand, experienced a drop of 4 per cent in the gross national product from the third quarter peak to the first quarter of 1958. In Canada the current business recession was cushioned to a considerable extent by rising expenditures for consumer goods and services and increased spending on new residential construction, which had a stabilizing influence on employment, production and national income. Consumer goods spending declined, however, in the United States in the fourth quarter of 1957 and again in the

first quarter of 1958, while investment in new residential construction increased only moderately. The absence of these supporting strengths contributed to the relative severity of the decline in net output in the United States.

Recent trends in consumer durable goods expenditures differed noticeably between countries. In Canada consumer purchases of durable goods moved erratically in 1957, rising in the first and third quarters and falling in the other two, so that the annual average was slightly higher than in 1956. A rise of 7 per cent from the last quarter of 1957 to the first quarter of 1958 can be attributed largely to increased sales of passenger cars; new passenger car sales in the first quarter of 1958 were about 14 per cent higher than in the previous quarter, on a seasonally adjusted basis. In the United States consumer purchases of durable goods fell gradually during 1957, although the annual average remained higher than in 1956, and the largest decrease came in the first quarter of 1958.

The capital goods industries figured prominently in the current business decline in both countries. Investment in new machinery and equipment shows, after allowing for seasonal factors, a steady decline in Canada since the first quarter of 1957. By the first quarter of 1958 outlays, seasonally adjusted at annual rates, had fallen by 16 per cent compared with a 10-per-cent drop in investment in producer durable goods in the United States. In Canada the slowdown in capital investment resulted in a sharp drop in purchases of machinery and equipment from the United States, which, in turn, had an adverse effect on production and employment in the United States. The greater intensity of the decline in Canada can be attributed to the fact that weaknesses developed in the Canadian economy earlier. These weaknesses stemmed in part from a fall in exports. As early as the second quarter of 1957 plans for the expansion of plant facilities were being revised downwards by Canadian businessmen as world markets for some basic materials deteriorated. This was particularly true of mining and forest products, which were in heavy world demand during 1955 and 1956. Industries supplying these provided much of the stimulus to plant expansion in these years. The American economy is less sensitive to changing demands for basic materials so that the effect of falling markets for these commodities during 1957 was less severe than in Canada. Investment in capital goods, after allowing for seasonal factors, declined by only 1.6 per cent from the second quarter of 1957 to the end of the year in the United States, compared with a drop of 10.5 per cent in Canada. During the first quarter of 1958 the trends were reversed; investment in Canada changed little from the previous quarter while the United States experienced a decline of 8 per cent.

As in the 1953-54 recession, the changing pace of private investment was reflected in business inventories. A tendency towards lower investment in non-farm business inventory became apparent in both countries early in 1957, and by the last quarter moderate liquidation was taking place. In both countries inventory stocks fell still further in the first quarter of 1958 as production levels in some industries were cut well below consumption rates.

In the table overleaf the degree and range of the current decline can be observed for some of the leading business indicators in Canada and the United States. According to the National Bureau of Economic Research, business activity reached a peak in the United States in July 1957. In Canada the peak economic activity was reached in February of 1957.

SELECTED ECONOMIC INDICATORS, CANADA AND THE UNITED STATES, 1957-1958

(Seasonally adjusted)

Indicators	CANADA <sup>(1)</sup>			UNITED STATES <sup>(2)</sup>		
	February, 1957	April, 1958	Percentage Change	July, 1957	April, 1958	Percentage Change
Index of Production, Total.....	291.9	278.5	- 4.6	145.0	126.0	- 13.1
Manufacturing.....	291.3	270.2	- 7.3	147.0	128.0	- 12.9
Durable Manufacturing.....	353.3	314.3	- 11.0	162.0	133.0	- 17.9
Non-Durable Manufacturing.....	251.6	242.0	- 38.2	131.0	124.0	- 5.4
Mining.....	288.7	299.2	+ 3.6	128.0	109.0	- 14.9
Index of Non-Agricultural Employment.....	123.7	118.2	- 4.5	120.7	115.6	- 4.2
Manufacturing Employment.....	118.4	109.4	- 7.6	104.9	92.5	- 11.8
Department Store Sales (\$m).....	105.4	108.6	+ 3.0	138.0	131.0 <sup>(3)</sup>	- 5.1
Freight Car Loadings <sup>(4)</sup> .....	354.2	317.7	- 10.3	85.0	72.0	- 15.3

(1) Production: 1935-39 = 100; employment: 1949 = 100.

(2) 1947-49 = 100.

(3) Figure for March.

(4) Figures for Canada in thousands of cars.

Reductions in spending exerted heavier downward pressures on production, employment and income in the United States than in Canada. Since the reference peak in July, the American economy underwent an 11.8-per-cent drop in manufacturing employment and a 13.1-per-cent decline in industrial production (allowing for seasonal factors). Canada experienced relatively moderate declines of 7.6 per cent and 4.6 per cent respectively in manufacturing employment and industrial production since the February peak. Labour income, seasonally adjusted, rose in Canada by 3 per cent since the turning point in economic activity, while in the United States it declined 3 per cent.

While most indicators of business activity suggest that the current contraction has been somewhat milder in Canada than in the United States, unemployment has risen more quickly in this country than in the United States. Persons without jobs and seeking work were on the average about 71 per cent higher in Canada in the first four months of 1958 than in the comparable period last year. In the United States the increase over the same period amounted to 67 per cent. The sharper gain in Canada can be attributed to the rapid expansion of the labour force during 1957. The Canadian labour force was on the average 3.3 per cent higher last year than in 1956, compared with a rise of slightly less than 1 per cent in the United States. The record number of immigrants entering this country last year figured largely in the expansion of the labour force.

Recent trends of business activity are more encouraging in both countries. The index of industrial production moved erratically in Canada since the beginning of the year but the gains more than made up for the losses. Canadian industrial employment, seasonally adjusted, edged upwards in April after declining steadily for eight months. Average hours worked in manufacturing also increased from 37.2 in January to 40.0 in March. In the United States industrial production, seasonally adjusted, turned slightly in May after declining steadily for eight months. The decline in non-farm employment in April, seasonally adjusted, was the smallest in five months.

# Current Labour Statistics

(Latest available statistics as of June 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>Manpower</b>				
Total civilian labour force (a).....	May 24	6,031,000	+ 1.0	+ 2.6
Total persons with jobs.....	May 24	5,665,000	+ 3.9	- 0.4
At work 35 hours or more.....	May 24	3,552,000	-26.0	-30.9
At work less than 35 hours.....	May 24	1,972,000	+293.6	+359.7(1)
With jobs but not at work.....	May 24	141,000	- 9.0	+21.6
With jobs but on short time.....	May 24	45,000	- 8.2	+18.4
With jobs but laid off full week.....	May 24	19,000	-40.6	+58.3
Persons without jobs and seeking work.....	May 24	366,000	-29.1	+88.7
Persons with jobs in agriculture.....	May 24	739,000	+ 6.8	- 4.4
Persons with jobs in non-agriculture.....	May 24	4,926,000	+ 3.5	+ 0.2
Total paid workers.....	May 24	4,517,000	+ 4.2	+ 1.3
Registered for work, NES (b)				
Atlantic.....	May 22	92,200	-27.2	+64.1
Quebec.....	May 22	209,400	-21.6	+73.6
Ontario.....	May 22	185,000	-18.5	+81.7
Prairie.....	May 22	80,400	-29.8	+83.6
Pacific.....	May 22	74,800	-17.3	+98.9
Total, all regions.....	May 22	641,800	-22.3	+78.3
Claimants for Unemployment Insurance benefit.....				
Amount of benefit payments.....	May 1	722,252	-16.0	+93.3
Industrial employment (1949 = 100).....	April 1	112.9	- 0.1	- 4.3
Manufacturing employment (1949 = 100)....	April	108.3	+ 0.1	- 6.2
Immigration.....	1st Qtr./58	21,243	—	-66.0(c)
Destined to the labour force.....	1st Qtr./58	10,457	—	-70.7(c)
<b>Conciliation Services</b>				
Number of cases in progress.....	April	827	+ 4.3	—
Number of workers involved.....	April	275,241	+12.2	—
<b>Strikes and Lockouts</b>				
No. of days lost.....	May	71,620	—	+51.4(c)
No. of workers involved.....	May	5,738	—	-19.4(c)
No. of strikes.....	May	33	—	-10.0(c)
<b>Earnings and Income</b>				
Average weekly wages and salaries.....	April 1	\$70.18	+ 0.2	+ 3.9
Average hourly earnings (mfg.).....	April 1	\$1.66	+ 0.4	+ 4.5
Average hours worked per week (mfg.).....	April 1	40.4	+ 1.0	- 1.7
Average weekly earnings (mfg.).....	April 1	\$67.02	+ 1.4	+ 2.7
Consumer price index (av. 1949 = 100).....	May 1	125.1	- 0.1	+ 3.3
Real weekly earnings (mfg. av. 1949 = 100)...	April 1	128.4	+ 0.7	- 0.8
Total labour income.....\$000,000	March	1,234	+ 0.2	+ 2.4
<b>Industrial Production</b>				
Total (average 1935-1939 = 100).....	April	276.4	+ 2.9	- 3.1
Manufacturing.....	April	273.0	+ 3.6	- 4.3
Durables.....	April	320.6	+ 3.3	- 6.9
Non-Durables.....	April	242.5	+ 3.9	- 1.9

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

(b) See inside back cover, April *Labour Gazette*.

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

(1) The unusually large number working less than 35 hours was due to the Queen's Birthday being in the survey week.

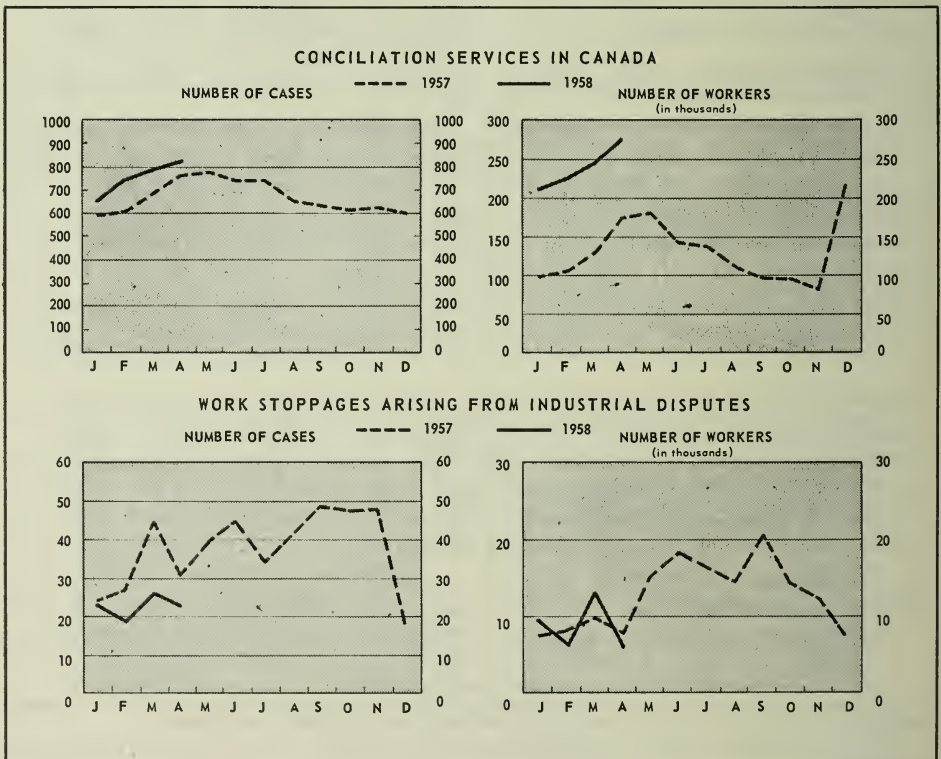
# Labour-Management Relations

## The Bargaining Scene

The bargaining scene at mid-June showed 347,150 workers in negotiation compared with 104,300 workers at the same time last year. A high proportion of current negotiations were in conciliation. This was the case not only in agreements involving a thousand or more workers, but, as shown by the chart below on conciliation statistics, in bargaining generally throughout Canada. In the first six months of 1957, the proportion of workers in negotiation who were at the conciliation stage dropped from 57 per cent at the beginning of the year to 25 per cent in June. This year it has risen steadily to almost 75 per cent in June.

Settlements in the one-thousand-or-over group this year have been few and the number of negotiations continues to increase rapidly. For example, in March only three settlements were reported covering 4,250 workers; in May the number had risen to 10 settlements covering 44,400 workers; this month settlements reported have dropped to six, covering 12,000 workers.

The six settlements reported this month were between Firestone Tire and Rubber Company of Canada Limited in Hamilton and the United Rubber, Cork and Linoleum Workers; Greater Winnipeg Transit and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees; the Fur Manufacturers' Guild Incorporated and the Montreal Fur Workers Union; the Vancouver auto dealers and repair garages and the International Association of Machinists; the Canada Wire and Cable Co. Ltd. and the





## THE BARGAINING SCENE JUNE 15, 1958

Bargaining Units of 1,000 or More Employees

May 1, 1958 to July 31, 1958

	Agreements	Workers
<b>In Negotiations and Terminating in Period</b> .....	82	368,050
Bargaining carried over from April .....	50	245,650
Terminating in period May 1-July 31 .....	32	122,400
<b>Settlements Achieved May 15-June 15</b> .....	6	12,000
<b>Negotiations Continuing at June 15</b> .....	72	347,150
Bargaining in progress .....	27	89,600
Conciliation in progress .....	43	254,300
Post Conciliation .....	1	2,000
Work stoppage .....	1	1,250
<b>Other Agreements Terminating in Period</b> .....	4	8,900

United Electrical, Radio and Machine Workers of America; and the Montreal Transportation Commission and the Canadian Brotherhood of Railway Employees and Other Transport Workers. These agreements ranged in duration from one to three years and provided from 5 to 28 cents an hour wage increases. The agreement with Firestone Tire and Rubber Company provided an increase of 5 cents an hour for piece workers and 6 cents for time workers with a lump sum of \$12.00 retroactive to the date of expiry of the previous agreement. In the contracts with the Greater Winnipeg Transit and the Vancouver auto dealers, the unions secured provisions for three weeks vacation after 10 years service. The contract with Canada Wire and Cable provided an employer contribution of 50 per cent towards the Ontario Hospital Plan and the Blue Cross Supplementary Plan. This is the first of the major agreements to report arrangements to cover public hospital plans.

Further negotiations are scheduled to begin soon. For example, important negotiations are about to take place between the United Automobile Workers and the automobile industry in Canada. Present contracts are in effect until August; the contract with General Motors of Canada Limited expires on August 1, that with Chrysler of Canada on August 15, and with Ford of Canada on August 31. In the negotiations with Ford and General Motors the union is asking for substantial wage increases, increased pension benefits, additional statutory holidays and four weeks paid vacation after 15 years of service.

The table overleaf shows the size of the increasingly heavy demands made on conciliation services in Canada this year. Even though more workers are bargaining this year than last, the present number of workers in conciliation—almost ten times the 1957 level—shows a higher proportion in conciliation this year.

Since the beginning of the year a large number of railway employees of the CNR and CPR have been in conciliation. The largest individual group under conciliation has been the non-operating trades and the conciliation

*Comparison of Conciliation Proceedings Among  
Units of 1,000 or More Workers 1957, 1958*

	1957		1958	
	Agreements	Workers	Agreements	Workers
February 15 .....	6	23,300	8	137,800
March 15 .....	6	21,800	12	146,450
April 15 .....	7	22,268	20	166,700
May 15 .....	15	57,300	28	215,500
June 15 .....	17	25,800	43	254,300

board is expected to present its report soon. The only major development in the past month has been the appointment of a conciliation officer in the negotiations between the CNR and the engineers. The status of negotiations in the railway trades is listed below.

<i>Non-operating trades</i> —CNR	}	127,000 workers—in conciliation
CPR		
<i>Firemen</i>	—CNR:	4,300 workers—in conciliation
Mar. 31	—CPR:	3,100 workers—negotiating
<i>Engineers</i>	—CNR:	3,500 workers—in conciliation
June 30	—CPR:	2,600 workers—negotiating
<i>Trainmen</i> May 31	—CNR:	12,000 workers—negotiating
May 31	—CPR:	9,000 workers—negotiating

Other important areas of conciliation are: pulp and paper, logging, construction, packinghouse, transport, civic employees and various metal mining and processing industries. In Quebec, negotiations with the following pulp and paper companies are now in the conciliation stage: St. Lawrence Corporation, James MacLaren Co. Ltd., Anglo-Canadian Pulp and Paper Mills Ltd., and Abitibi Power and Paper Co. Ltd. The two unions, the Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC) and the National Federation of Pulp and Paper Workers (CCCL), are asking for employer contributions to insurance plans, improved vacations and statutory holidays, a guaranteed wage plan and various wage increases. In British Columbia, 34,000 workers are covered by negotiations which began in April and are now in conciliation between the International Woodworkers of America and various logging and lumber manufacturing companies. In construction four major agreements are at present undergoing conciliation proceedings, two in Ontario, one in Nova Scotia and one in Alberta. About 6,000 truck drivers and maintenance men in Southern Ontario are affected by negotiations being conducted between the Teamsters union and the association representing 70 transport employers. The union has asked the Automotive Transport Association for wage increases ranging from 50 to 60 cents an hour. Negotiations are at present in conciliation. In Toronto about 5,000 workers are affected by conciliation proceedings between the City of Toronto and the Civic Employees Union and the Municipal Employees Association (inside workers). All of the large agreements, covering nearly 30,000 workers, in the metal mining and metal processing industries are at present in conciliation. Prominent among these are negotiations between the United Steelworkers of America in Kingston and the Aluminum Co. of Canada and the Steel Co. of Canada in Hamilton, and between the International Union of Mine, Mill and Smelter Workers and International Nickel Co. of Canada, Limited and Consolidated Mining and Smelting Co. of Canada Ltd.

# Manpower Situation in Local Areas

## ATLANTIC

ECONOMIC activity in the Atlantic region showed a decided increase during May. In the five-week period ending May 24, the number of persons with jobs rose by 50,000 to 498,000. Much of this increase resulted from renewed activity in seasonal industries such as farming, fishing, construction, sawmilling and logging. Some improvement occurred, too, in manufacturing, as work began on new orders in shipbuilding and railway rolling stock firms.

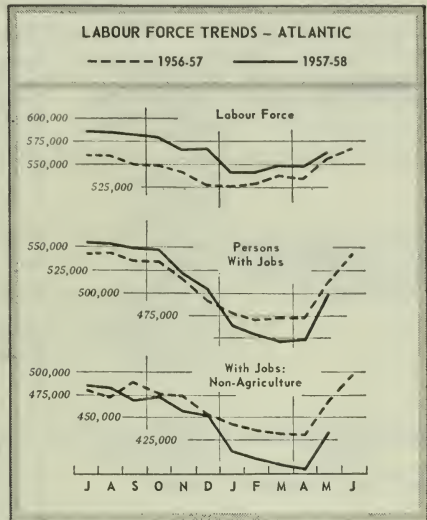
Employment in the region remained lower than last year owing to weaknesses in some of the leading industries. Manufacturing employment, for example, was 7 per cent lower than last year. Much of this decline occurred in the pulp and paper and iron and steel products industries. In non-manufacturing, the largest year-to-year employment declines were in construction and transportation; decreases of 7.4 per cent and 3.9 per cent, respectively, were recorded in these industries. Housebuilding was a major source of weakness in this region; new units started were 9 per cent lower in the first four months of 1957 than in the comparable period last year. By contrast, all other regions recorded fairly sharp increases. Engineering and commercial types of construction increased slowly this spring but prospects were brighter than a year ago as a heavy volume of construction was planned for later in the year. Total contracts awarded in the first four months were substantially higher than in the same period last year.

Unemployment declined in all parts of the region during the month. Five of the 21 areas in the region were reclassified from the substantial to the moderate labour surplus category. At June 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 15 (4); in moderate surplus, 6 (15); in balance, 0 (2).

### Local Area Developments

**St. John's** (metropolitan) remained in Group 1. Unemployment declined more slowly than usual in this area owing to reduced hiring in construction. While the volume of construction planned for 1958 was at least as large as last year, few large projects have been undertaken so far. At the end of the month registrations of construction workers in this area were more than 50 per cent higher than a year ago. The fishing industry was very active during May so that most fishermen in the area had returned to work by the end of the month.

**New Glasgow** (major industrial) remained in Group 1. Employment increased substantially during the month, although unemployment was still well above last year's level. The recall of 450 metalworkers by Eastern Car Company



# CLASSIFICATION OF LABOUR MARKET AREAS—JUNE 1, 1958

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Quebec-Levis St. John's Vancouver—New Westminster Windsor	→ CALGARY → EDMONTON → HAMILTON → MONTREAL Toronto → WINNIPEG	→ OTTAWA-HULL	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Cornwall Ft. William- Pt. Arthur Joliette Lac St. Jean Moncton New Glasgow Peterborough Rouyn-Val d'Or Shawinigan Falls Sherbrooke Trois Rivières	Brantford → FARNHAM-GRANBY Guelph Halifax → NIAGARA PENINSULA Oshawa → SAINT JOHN Sarnia Sudbury → SYDNEY → TIMMINS-KIRKLAND LAKE Victoria	→ KINGSTON → KITCHENER → LONDON	
<b>MAJOR AGRICULTURAL                      AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agriculture)	Chatham Rivière du Loup Thetford-Megantic- St. Georges Yorkton	Brandon → CHARLOTTETOWN Lethbridge → NORTH BATTLEFORD → PRINCE ALBERT → RED DEER Regina Saskatoon	→ BARRIE → MOOSE JAW	
<b>MINOR AREAS</b> (labour force 10,000-25,000)	Bathurst Bridgewater Campbellton Cranbrook Dauphin Dawson Creek Drummondville Edmundston Fredericton Gaspé Grand Falls Kamloops Montmagny Newcastle Okanagan Valley Owen Sound Prince George Prince Rupert Quebec North Shore Rimouski Ste. Agathe- St. Jérôme St. Stephen Sorel Summerside Valleyfield Victoriaville Woodstock, N.B. Yarmouth	→ BEAUHARNOIS Belleville-Trenton → BRACEBRIDGE Brampton → CENTRAL VANCOUVER ISLAND → CHILLIWACK → DRUMHELLER Galt → KENTVILLE Lachute- Ste. Thérèse → LINDSAY Listowel Medicine Hat → NORTH BAY → PEMBROKE → PORTAGE LA PRAIRIE Sault Ste. Marie Simcoe St. Hyacinthe St. Jean St. Thomas Stratford → TRAIL-NELSON → TRURO Woodstock-Ingessoll	Goderich → SWIFT CURRENT → WALKERTON → WEYBURN	

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

Limited accounted for much of the employment gain. Short time was reported in two of the coal mines during May and little improvement was expected in June.

**Sydney** (major industrial) reclassified from Group 1 to Group 2. Employment expanded according to the usual seasonal pattern in this area. Job opportunities for construction workers increased steadily as work commenced on several large building projects. Most fish packing plants in the area were busy although catches were reported below normal. Employment increased slightly in coal mining and steel manufacturing, the largest industries in the area.

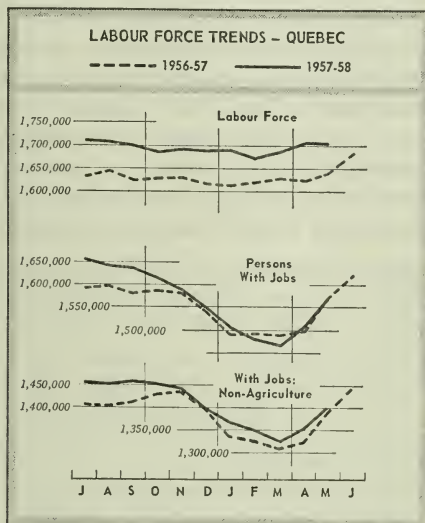
**Saint John** (major industrial) reclassified from Group 1 to Group 2. Activity at the Saint John dry dock reached the highest level in more than two years. In most other lines of manufacturing, employment either held stable or increased. In construction, employment prospects were brighter than this time last year; skilled tradesmen were expected to be in heavy demand this summer.

**Charlottetown, Kentville and Truro** (major agricultural and minor) reclassified from Group 1 to Group 2.

## QUEBEC

EMPLOYMENT rose in the Quebec region during May, as outdoor activities picked up seasonally. However, continuing weaknesses in manufacturing industries offset, in some measure, employment gains made in the construction, forestry, and service industries. At May 24, the number of persons with jobs was estimated at some 1,570,000, the same as a year ago but a rise of some 61,000 over a month earlier. The number of persons without jobs and seeking work declined more than seasonally, to 7.9 per cent of the labour force, compared with 4.7 per cent last year.

Despite cold weather, market gardening provided work for many during the month, and agricultural employment, though remaining below last year's level, showed a strong increase. The pulpwood drive was in full swing in most of the region and in some areas summer cutting had begun. However, quotas were down from last year and considerably fewer men were working in the woods than a year ago—at the middle of the month, some 40 per cent fewer. Registrations of loggers at NES offices in the region were some 77 per cent higher than a year ago. With road restrictions lifted and construction demands intensified employment rose in sawmills and in the manufacture of wood products. While many pulp and paper mills were still operating on reduced hours, a number of mills were again working at capacity, and in general the employment situation in the



industry was stable. Work was intermittent in many textile plants in the region and there were some layoffs during the month. Employment was particularly weak in the manufacture of men's clothing.

Employment rose in the manufacture of iron and steel products and in transportation equipment, though remaining below last year's level. Employment also rose in the service industries and in retail trade, maintaining a moderate advance upon last year's level of employment in these sectors. Housing starts were substantially higher than a year ago, the number increasing more than seasonally over the month.

Three of the 24 labour market areas in the region were reclassified during the month, from conditions of substantial to moderate labour surplus. At June 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 18 (6); in moderate surplus, 6 (14); in balance, 0 (4).

### Local Area Developments

**Montreal** (metropolitan) reclassified from Group 1 to Group 2. At April 1 employment was only 2.5 per cent below a year ago and, as a result of a strong upturn in construction, services and parts of manufacturing, this gap has probably been eliminated. However, the number of jobless was higher than a year ago at the beginning of June. Employment rose in the manufacture of iron and steel products with rising production of structural steel, sheet metal, and primary iron and steel. Activity increased in the manufacture of transportation equipment during the month with employment stabilizing in aircraft plants. However, employment in both these industries (iron and steel products, transportation equipment) was at a level substantially below last year's. While the number of housing starts in the first quarter of 1958 was higher than last year's corresponding figure, inclement weather and a reduction in the volume of industrial building kept employment below the level of a year ago. Employment in retail trade and the service industries rose during the month, maintaining slight year-to-year gains.

**Quebec-Levis** (metropolitan) remained in Group 1. Production and employment in most primary and secondary textile plants were low for the time of year. Employment rose in the manufacture of wood products during the month, and pulp and paper mills were hiring for the season. Activity in construction rose, and activity in the shipyards remained fairly brisk. Total employment in the area was close to last year's level during the month.

**Farnham-Granby** (major industrial) reclassified from Group 1 to Group 2. Unemployment fell seasonally during the month in construction, transportation and the service industries. Layoffs occurred in clothing plants, but in Granby, production and employment rose in primary textiles.

## ONTARIO

THE EMPLOYMENT situation in Ontario continued to improve during the month. The number of persons with jobs at May 24 was estimated to be 2,093,000, an increase of 41,000 from the previous month but about 19,000 lower than a year earlier. The year-to-year decline occurred entirely in agriculture; employment in non-agricultural industries was higher than a year ago. In fact, the increases in non-agricultural employment in the last two months was greater than in the corresponding period in the last five

years. Unemployment declined substantially but remained much higher than a year ago.

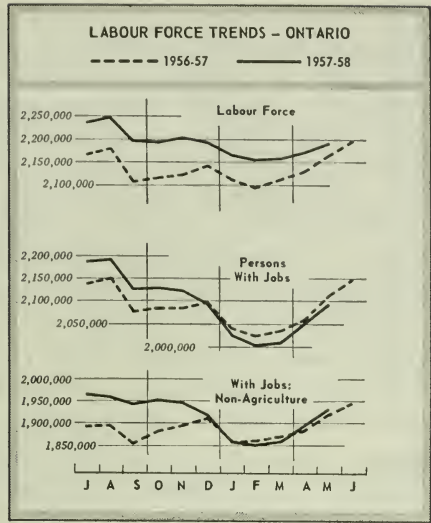
Construction continued to play a decisive part in the increase in employment, by creating an estimated one-third of the new job opportunities and by stimulating activity in a number of other industries. The number of housing units started in April was almost twice as high as in April 1957; starts in the first four months this year were more than double those in the corresponding period last year. Although the pace of construction activity was somewhat slower in May, the rate of housing starts remained much higher than a year before. In addition, the effect of extensive commercial and institutional construction in larger centers and of pipeline construction in Northern Ontario was being increasingly felt in the employment market. The iron and steel and wood products industries remained the principal beneficiaries of the construction boom, but its effect was also felt in the home appliances and chemical industries.

The iron and steel industry operated at about 80 per cent of capacity. Orders to steel mills showed a decided upswing as wholesalers and industrial consumers began a gradual build-up of their low steel inventories. Employment in transportation equipment showed little basic change. Motor vehicle production increased moderately over the month but remained about 20 per cent below that of a year ago. It is worth noting that motor vehicle sales declined only by about 6 per cent, accumulated inventories and imports making up the difference between production and sales. Seasonal causes accounted for increased employment in transportation and services, and at the same time were responsible for a slight reduction in employment in the farm implements industry. Employment in forestry increased seasonally, but did not reach last year's level. The decline was due mainly to the continuing low demand for forestry products for export. Agricultural operations were hampered during the month by unfavourable weather conditions.

Thirteen of the 34 labour market areas in the region were reclassified during the month, seven from the substantial to the moderate surplus category, and six from the moderate surplus to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 5 (0); in moderate surplus, 22 (6); in balance, 7 (28).

### Local Area Developments

**Metropolitan Areas.** *Hamilton* reclassified from Group 1 to Group 2. Construction activity, including commercial and institutional construction, increased substantially. New orders for iron and steel products resulted in the recall of steelworkers. The demand for labour from the heavy electrical equipment industry increased, but electrical household appliances were slack and experienced some labour cutbacks. *Ottawa-Hull* reclassified from Group 2 to Group 3. Employment increased considerably during the month; there

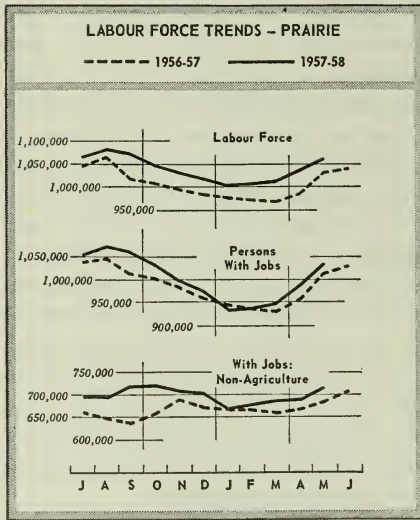


was a strong demand for labour in most occupations, particularly for both skilled and unskilled construction workers. A heavy demand for farm workers was met by bringing in workers from the Maritime provinces. *Toronto* remained in Group 2. The employment situation continued to improve, mainly as a result of increased demand for construction workers and farm labour. The iron and steel and wood products industries reported new hirings. Production of automotive supplies and electrical apparatus remained low. Seasonal layoffs occurred in the farm implements industry. *Windsor* remained in Group 1. Unemployment declined slightly, due to new activity in construction and agriculture, but the labour surplus remained high, mainly as a result of curtailed automobile production.

**Major Areas** reclassified from Group 1 to Group 2: *Niagara Peninsula, Timmins-Kirkland Lake*. Reclassified from Group 2 to Group 3: *Barrie, Kingston, Kitchener, and London*.

**Minor Areas** reclassified from Group 1 to Group 2: *Bracebridge, Lindsay, North Bay, and Pembroke*. Reclassified from Group 2 to Group 3: *Walkerton*.

## PRAIRIE



EMPLOYMENT rose markedly in the region during May. Persons with jobs at May 24 were estimated at 1,033,000, an increase of 46,000 from the month before and a gain of some 18,000 from a year ago. Unemployment, although considerably higher than a year ago, declined sharply and was lower in the Prairie region than in any other region in Canada.

Marked increases in non-agricultural industries were responsible for almost 60 per cent of the gain in employment. Major increases were reported in construction, which has shown a strong upswing since spring, particularly in Manitoba and Saskatchewan. Transportation employment continued to rise as

road restrictions were lifted and rail and water shipments increased. Manufacturing employment increased throughout the region but remained below the level of last year, owing to weaknesses in the manufacture of iron and steel, transportation equipment and non-metallic products.

A notable feature of the Prairie employment picture this year was the sharp increase of employment in April and May. Employment rose by some 87,000 during these two months, the largest gain for any comparable period since 1953. A sharp increase in non-agricultural industries was mainly responsible for this record employment gain. While favourable weather in April made it possible for farm operations to start early, some slowdown was evident during May, partly because of dry soil conditions. As a result the employment increase in agriculture was substantially smaller in May than in April.



Since the beginning of the year the trade, finance and service industries have been an important support to total employment. Construction, which was down 6 per cent during the first quarter of the year, picked up considerably in April; residential construction especially, but also business and engineering construction, showed strong gains. Employment in the transportation industry increased seasonally, narrowing slightly the year-to-year decrease in employment in this industry. Manufacturing employment was 3 per cent lower in the first quarter of 1958 than a year before. However, some strength was registered in the industries processing agricultural products.

Eleven of the 20 labour market areas were reclassified during the month. At June 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 4 (0); in moderate surplus, 13 (0); in balance, 3 (19); in shortage, 0 (1).

### Local Area Developments

**Winnipeg, Edmonton and Calgary** (metropolitan) reclassified from Group 1 to Group 2. At the beginning of April, employment in Winnipeg was at last year's level but was slightly lower in Calgary and Edmonton. However, construction employment has advanced markedly since late spring, resulting in gains in manufacturing, especially in industries producing building materials. An upswing was also evident in the transportation and service industries.

**Fort William-Port Arthur** (major industrial) remained in Group 1. At the beginning of April, employment was some 4 per cent higher than a year ago. Unemployment, however, was very high, mainly as a result of more-than-seasonal declines in logging employment. During April and May employment rose seasonally in the transportation and construction industries. Metal mining employment declined during the past two months.

**Moose Jaw** (major agricultural) reclassified from Group 2 to Group 3.

**North Battleford, Prince Albert and Red Deer** (major agricultural) reclassified from Group 1 to Group 2.

**Swift Current and Weyburn** (minor) reclassified from Group 2 to Group 3.

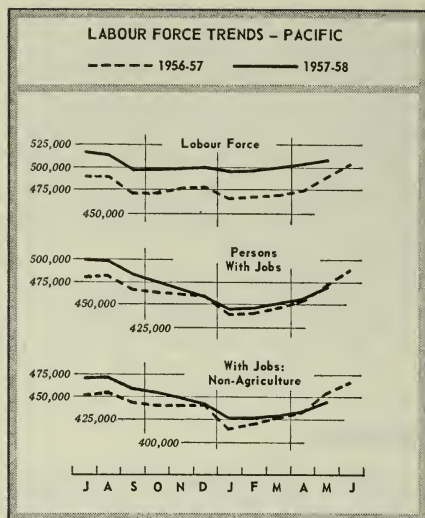
**Portage La Prairie and Drumheller** (minor) reclassified from Group 1 to Group 2.

### PACIFIC

ACTIVITY in the Pacific region dropped sharply last winter and, although hiring in most industries has since increased seasonally, there has been no significant rise in the basic level of employment. In April, the industrial employment index, seasonally adjusted, was still down 10 per cent from last year's peak, and average hours worked in all industries were moderately lower than a year earlier.

The picture improved moderately in May. The number of persons with jobs was estimated to be 471,000 in the week ended May 24. This figure was 14,000 more than a month earlier, a larger increase than usual, but 3,000 less than a year earlier. Unemployment declined somewhat more than usual but remained well above last year's level.

To some extent, the retarded upturn reflects a continued market weakness for the products of some of the major industries of the region. In metal mining, the employment downtrend that started early in 1957 continued throughout the first quarter of 1958 and in the 12 months ending in April had declined by



25 per cent. In shipbuilding the construction of new government ships and maintenance work on naval vessels fell off this spring and was only partly offset by increased commercial orders; total employment in April was down 20 per cent from a year earlier.

Seasonal recovery in construction and forestry this year has been slowed down by labour-management negotiations. In the construction industry, the amount of work in prospect is only slightly less than last year as a result of a record residential building program. Work progress has been slowed down, however, by a month-long strike against the Heavy Construction Association, and more recently by a lockout of

plumbers and pipefitters, a dispute still unsettled at the beginning of June.

The demand for B.C. lumber in the domestic market has been stimulated by increased house building, and in overseas markets by a drop in ocean freight rates during the past year. In contrast to most of last year, production and shipments of lumber to all markets showed a year-to-year gain in the first quarter of the year. As a result, sawmilling employment has risen considerably since the beginning of the year. Logging employment has increased more slowly, however, because of high inventories of logs in the water, to which employers are reluctant to add until negotiations on a new union contract are concluded.

Unemployment declined steadily in all parts of the region. At June 1, the 10 local areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 6 (1); in moderate surplus, 4 (6); in balance, 0 (3).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan) remained in Group 1. Employment in April was about 6 per cent lower than a year earlier, the decrease being common to all industries except the transportation, communications and storage group. The lockout of some 900 plumbers and pipefitters has not stopped work on local construction, which so far this year is appreciably greater than in the same period in 1957. This dispute, however, together with a strike of about 400 members of the Seamen's International Union against the Canadian Pacific British Columbia Coastal Service, and the unsettled negotiations in the lumber industry, has contributed to a relatively slow seasonal rise in employment this year.

**Victoria** (major industrial) remained in Group 2. Employment in April was down 7 per cent from a year earlier, the decline being concentrated largely in shipbuilding and, to a lesser extent, in wood products. The rate of hiring during the past month suggests that it has not improved significantly from a year ago. Unemployment continued to be much higher than a year ago.

# NOTES OF CURRENT INTEREST

## **Strike over Diesel Issue Ends on Third Day**

On Sunday, May 11, at 6 a.m. local Standard Time across Canada, the Brotherhood of Locomotive Firemen and Enginemen (CLC)—for the second time in 16 months—went on strike against the Canadian Pacific Railway Company in their dispute over the employment of firemen on diesel locomotives in freight and yard service. The strike ended on its third day, shortly before midnight Tuesday, May 13.

Both parties retreated from their previously adamant positions, the Brotherhood agreeing that firemen were not necessary on diesel locomotives in freight and yard service, the Company agreeing to retain all firemen then employed.

The Brotherhood first struck over this issue on January 2, 1957. This walkout ended January 11, when both parties accepted the Government's offer to submit the dispute to a Royal Commission (L.G., Feb. 1957, p. 159). The Royal Commission reported in February this year (L.G., March, p. 256) that it had come to the conclusion that firemen were not needed on diesels in freight and yard service. The report was accepted by the Company but rejected by the Brotherhood.

A chronological summary of the dispute follows:

*February 1956*—Negotiations begin for collective agreement to replace one expiring March 31. Brotherhood makes wage demands, Company counters with proposal that firemen be removed from freight and yard diesels.

*May 1956*—Conciliation board appointed with Judge J. C. Anderson of Belleville, Ont., as Chairman.

*December 1956*—Majority report of conciliation board supports Company's proposal and recommends 12-per-cent wage increase. Minority report supports union's opposition to removal of firemen.

*December 12, 1956*—CPR announces readiness to implement board's majority report. Brotherhood rejects the offer and announces decision to take a strike vote.

*December 28-31, 1956*—Talks between disputants in Ottawa, with Minister of Labour Milton Gregg and Acting Prime Minister C. D. Howe participating, end in failure to settle the dispute.

*January 2, 1957*—Strike begins and forces CPR to suspend rail operations across Canada.

*January 7, 1957*—Company rejects proposal for ending the strike forwarded by the Canadian Labour Congress through the office of Prime Minister St. Laurent.

*January 9, 1957*—Prime Minister St. Laurent calls disputants to Ottawa for further talks.

*January 11, 1957*—Strike ends after the Government assured both parties it would submit the unresolved issues to a Royal Commission.

*January 17, 1957*—Royal Commission appointed, with Mr. Justice R. L. Kellock of the Supreme Court of Canada as Chairman, and Mr. Justice Campbell C. McLaurin of the Trial Division of the Supreme Court of Alberta and Mr. Justice Jean Martineau of the Court of Queen's Bench for Quebec as members. The Commission's findings were not to be binding on the disputants.

*November 5, 1957*—The Commission ends its hearings, after receiving the testimony of 119 witnesses.

*February 4, 1958*—Kellock Commission issues report, holding that firemen are not necessary on diesel locomotives in freight and yard service, and that the CPR's plan for gradual removal of firemen in those jobs is "fair". Company announces acceptance of the report; the Brotherhood, rejection.

*February 13-14, 1958*—Officials of the Brotherhood and the CPR meet to discuss amendments to the current contract in the light of the Commission's report. Talks broken off without agreement being reached.

*March 31, 1958*—The Company informs the Brotherhood that it will begin removing firemen from freight and yard diesels on May 11.

*April 16-18, 1958*—Negotiations begin on new agreement replacing the one expiring May 31; break off when no agreement reached.

*April 23, 1958*—CLC convention pledges qualified support of the Brotherhood in the dispute (see page 591).

*April 29, 1958*—CPR President N. R. Crump meets with Firemen's President H. E. Gilbert. Mr. Gilbert requests postponement of the CPR's planned date for removal of firemen from freight and yard diesels; Mr. Crump refuses.

*May 1, 1958*—After taking a strike vote, Brotherhood calls strike for May 11.

*May 8, 1958*—Prime Minister Diefenbaker, Labour Minister Starr and Transport Minister Hees open talks with the disputants, in which CLC President Jodoin participates.

*May 9, 1958*—Union seeks injunction in Montreal court to delay the removal of firemen from CPR diesels until May 31.

*May 10, 1958*—Injunction refused.

*May 11, 1958*—Talks that began May 9 in Ottawa end at 3.15 a.m. without settlement. Strike begins at 6 a.m. CPR does not suspend operations.

*May 13, 1958*—Shortly before midnight, settlement of strike reached and firemen begin withdrawing picket lines and returning to work.

## **Vocational Training Chief, A. W. Crawford Retires**

Long recognized as one of the chief architects of the apprenticeship training methods used in Canada today, Arthur Wesley Crawford, MM and Bar, Director of the Vocational Training Branch, Department of Labour, retired May 2.

A former Deputy Minister of Labour for Ontario, Mr. Crawford devoted 40 years of his life to the development of improved vocational and trades training methods,

filling many important federal and provincial government positions in the course of his career.

He first entered federal government service in 1918 as a vocational officer with the Soldiers' Civil Re-establishment Branch at Toronto. He was soon promoted to the rank of District Vocational Officer with headquarters in Hamilton and subsequently became Supervisor of Rehabilitation Training of veterans.

In 1920 Mr. Crawford became Assistant to the Director of Technical Education in the federal Department of Labour. Three years later he was Director of the Branch, and remained in that post until 1928.

At the request of the Premier of Ontario, Mr. Crawford left the service of the federal Government in 1928 to take the post of Director of Apprenticeship for the Ontario Department of Labour, and head the first province-wide apprenticeship program in Canada.

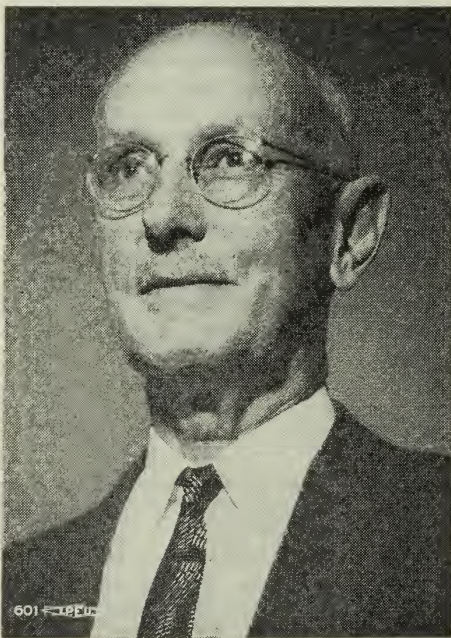
The program he instituted was regarded as most successful and became the model on which apprenticeship programs in the other provinces were patterned. Three years after entering the Ontario government service, Art Crawford was made Deputy Minister of Labour for the Province.

Later he served as Chairman of the Ontario Minimum Wage Board. When the Second World War broke out he was Chief Enforcement Officer for the Ontario Department of Labour and in addition served as a member of the Provincial Apprenticeship Board without remuneration.

His former services to the federal Government were remembered and, with the pressures of the war creating the need for experts in so many fields, he was recalled to Ottawa on loan from the Ontario Government. He started his second career in the federal service in August 1941 as a Labour Investigator with the Aircraft Production Division of the Department of Munitions and Supply.

During this phase of his career he was instrumental in convincing many doubting employers that women could be quickly trained for assembly line work in war production plants. With the spread of this idea thousands of women moved into factories across Canada and contributed largely to the success of Canada's war effort.

In 1943, Mr. Crawford became Supervisor of Vocational Training in the Department of Pensions and National Health, which subsequently became the present Department of Veterans Affairs. Three years later he was made Director of Training in charge of the Government's extensive training pro-



—Newton, Ottawa

**A. W. Crawford**

gram for returning veterans of the Second World War, a continuation of the work he had done 26 years previously for veterans of the First World War.

He continued this work until 1951, when he returned to the Department of Labour as Director of the Vocational Training Branch, a position he held until his retirement.

Commenting on the retirement, Arthur H. Brown, Deputy Minister of Labour, stated that "Mr. Crawford has made a considerable contribution to the development of modern trades training methods and in his final years with the Labour Department he played an important part in the progress which has been made towards the development of national standards of trades competence."

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### **C. Ross Ford Named Chief Of Vocational Training**

C. Ross Ford, an employee of the Department of Labour since 1948, was appointed Director of the Canadian Vocational Training Branch on May 5, succeeding Arthur W. Crawford.

Assistant Director of the Branch since 1952, he was first its Supervisor of Technical Training.

A graduate of the University of Minnesota, where he received a Masters degree in vocational education, he became a school principal in Alberta and later was with the Edmonton School Board. He was Superintendent of Schools with the Alberta Department of Education just prior to coming to Ottawa.

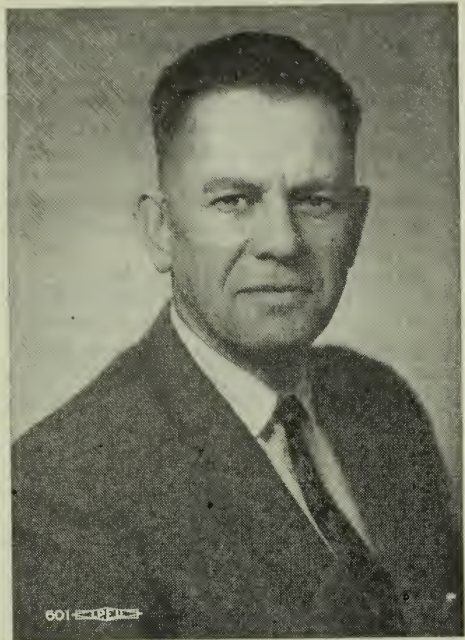
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### **Unemployment Insurance Recipients Decline in U.S.**

The number of workers receiving unemployment insurance in the United States declined during the week ending May 17, for the fifth week in succession, the U.S. Labor Department announced.

The total decline in the five weeks amounted to 10 per cent. The Department attributed it partly to "seasonal improvements" and partly to the fact that a large number of workers had exhausted their right to benefits. The decline during the same five weeks last year was 8 per cent.

In the week ending May 17, 3,019,000 persons collected unemployment insurance. This was 82,000 fewer than in the previous week but still more than double the total of a year earlier. The new total represented 7.2 per cent of all workers covered by the insurance system.



C. R. Ford

—NFB Photo

### **Work Week of 35 Hours For U.S. Industry Urged**

A 35-hour basic work week in all United States industries, supported by a federal law, for the purpose of permanently guarding against business slumps was recommended by Jacob S. Potofsky, President of the Amalgamated Clothing Workers of America, at the union's 21st biennial convention in Atlantic City last month.

The recommendation was coupled with an appeal to President Eisenhower's Administration to give Labour a bigger voice in government planning on measures to combat recessions and expand the country's economy.

Mr. Potofsky's suggestions for a cut in the 40-hour maximum fixed in the present Fair Labor Standards Act, one labour observer feels, indicates a transfer in labour pressure from collective bargaining to Congressional action.

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### **H. C. Hudson Dies**

Harold Charles "Harry" Hudson, former Assistant Co-ordinator of Civilian Rehabilitation in the Department of Labour, who retired from his post February 13 (L.G., April, p. 344), died in an Ottawa hospital, following a short illness, on May 31. He was 66 years of age.

## **Wage-Price-Profit Probe Urged by CLC Council**

An investigation of the wage-price-profit relationship in basic industries was suggested by the CLC Executive Council, which met in Ottawa last month to consider resolutions referred to it by the national convention held in Winnipeg in April. Public hearings would form the basis of the inquiry.

One of several resolutions dealing with Canada's various aspects of trade and economic conditions, it specifically singled out for study the auto, steel and farm implement industries as the ones "whose pricing policies exert a decisive influence on the economy".

As a means of assuring a continued flow of investment capital into projects which are desirable from a social point of view and would assure continued full employment, the Council adopted another resolution seeking the establishment of a national investment board. A national fuel and energy authority was also suggested "to ensure that the use of all fuels—coal, oil, natural gas, electricity and atomic energy—be planned to make the maximum contribution to the Canadian economy".

Resolutions on trade adopted by the CLC's executive called for "the fullest possible trade with all countries, consistent with national security, the protection of Canadian workers' jobs and working conditions and the maximum processing of raw materials in Canada".

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## **Influence of Automation Impossible to Predict**

While all the social changes that will result from the spread of automation cannot be foreseen with any certainty, one thing which is certain is that the attitude adopted by the trade union movement towards these changes will have a decisive influence on social evolution during the coming years.

This opinion is expressed by Alfred Braunthal, head of the Economic and Social Department of the ICFTU, in an article, "The Trade Union Movement Faces Automation," published in a recent issue of the *International Labour Review*, monthly ILO publication.

Basing his description on the various resolutions, statements and reports issued on the subject of automation by trade union organizations since 1955, the author endeavours to outline the policy reflected in these utterances. He then goes on to offer a number of opinions and speculations on

the probable effects of automation on the structure of the trade unions themselves.

These effects, as foreseen by Mr. Braunthal, include the following:

Automation is likely to bring about a further decline in the proportion of manual to non-manual workers; and since in industrially advanced countries the bulk of trade union membership has always been formed by manual workers, in order to preserve its bargaining, economic, social and political power the trade union movement will have to hasten the organization of non-manual workers.

While the shift from unskilled to semi-skilled and skilled workers has generally favoured trade union organization, that from manual to non-manual workers will probably have the opposite effect.

New technological trends may favour industrial trade unions rather than craft unions.

Owing to the tendency for wages to rise faster in industries undergoing rapid technological change than in industries which are not so much affected by these changes, the trend towards wage differences between industries will be strengthened by automation. This is undesirable according to trade union principles, and the unions can do much to combat it by continuing their struggle to raise wages in all industries.

In order to bring about more equality in wages between industries, the national federations may have to obtain more authority in determining wage policies for their affiliated organizations than they now have in most countries.

Emphasizing that "all of these predictions are highly tentative," the author says the ultimate effects of technological change will be influenced by many factors. These will include the speed with which such changes are introduced, the sum total of benefits which result from them, the strength of the partners in collective bargaining, the political influence of trade unions, and the views of the trade unions themselves about wages, organization and other matters.

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## **Steelworkers Will Seek Better Wages, Benefits**

Higher wages and improved fringe benefits for its members will be sought in Canada and the United States by the United Steelworkers of America, it was decided at policy conferences held in Winnipeg and Chicago.

Boosts to consumer purchasing power through wage increases and cuts in the price of steel were recommended by the

Canadian policy conference in Winnipeg in late April.

Their wage statement rejected the "unsound advice of employer spokesmen" urging wage cuts, and delegates noted that both productivity and profits in the steel industry were climbing.

At its closed meeting in Chicago, May 15, the United States 171-member wage policy committee decided to seek higher wages and fringe benefits for its members working in metal fabricating plants.

The committee's statement did not list the exact amount of money cost that would be involved for the fabricating plants, but it indicated that demands would be to the effect that wages and benefits in such plants should be the same as those in the big mills.

Union President David J. McDonald, in his remarks to the committee before it reached its decision, asserted that "a recession year is not the time for a backward step". He noted that the union had acquired insurance and pension benefits in 1949, and improved fringe benefits in 1954—both labelled as recession years.

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### **Packinghouse Union Wins Guaranteed Work Year**

The United Packinghouse Workers in recent negotiations in the United States sugar industry has in several instances been successful in obtaining guarantees of 2,000 hours work a year.

The first such contract affected 1,100 employees of the American Sugar Refining Co. in New Orleans, and this was followed by a second agreement covering 800 employees of the National Sugar Refining Co. in Reserve, La. The union was reported to be following up these gains by negotiating for a similar guarantee from two smaller concerns.

The two large agreements are both "pattern" contracts. They guarantee employees 2,000 hours of work, or pay at regular straight time rates, during the contract year; and they cover all workers with at least a year's seniority. They also guarantee eight hours' work a day, and they provide that only these eight hours shall count towards the 2,000 hours a year. Except for the first eight hours worked on a Saturday, a Sunday, or a holiday on which overtime rates are paid, overtime hours do not count towards the guarantee.

Agreements of this kind are not new with the United Packinghouse Workers. In 1951 the union obtained a contract from

Revere Sugar Refining Co., Charlestown, Mass., in which the company guaranteed 1,900 hours of work, or pay, each year. Later this was increased to 2,000 hours a year. In 1952 the union and the National Sugar Company, Long Island City, agreed on a 2,000-hours guarantee; shortly afterwards the union negotiated a similar agreement with the American Sugar Company at Baltimore.

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### **Jan.-Apr. Housing Starts Up 80% over Last Year**

A sharp upward trend in the construction of new residential units in Canada, evident for some months past, continued during April, according to the latest figures issued by the Dominion Bureau of Statistics.

During April 13,180 starts were made, compared with 8,700 during the same month of 1957. This boosted the January-April total for this year by almost 80 per cent to 30,540 units from 17,110 units started in the same period in 1957.

Completions in April climbed to 8,981 units from 7,019 a year earlier, boosting the January-April total to 35,296 from 31,656 in the first four months of 1957.

Because of the larger year-to-year increase in starts compared with completions, units in various stages of construction at April 30 were up nearly 25 per cent to 68,167 units from 54,730 at the same date in 1957.

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### **5.2 Cents Profit Shown For Each Sales Dollar**

The manufacturing industry in Canada in 1957 averaged 5.2 cents profit on each sales dollar, the Canadian Manufacturers' Association reported last month.

The report was based on the CMA's tenth annual survey of the breakdown of the sales dollar in industry. The survey dealt with replies from 1,069 companies. Total net sales for these companies came to nearly nine billion dollars.

George H. Craig, Chairman of the CMA's Public Relations Committee, said the profit on the sales dollar had varied slightly over the 10-year period. The mean average, he noted, was "a modest 5.72 cents". An average dollar profit of 7.1 cents in 1950 had been the highest figure, while 5 cents in 1952 had been the lowest.

The number of employees in the companies surveyed totalled 441,034. Companies reporting a loss for 1957 totalled 139.

## **Provincial Legislatures Have All Prorogued**

All provincial Legislatures are now prorogued.

A number of measures were passed in addition to those reported in the April issue (p. 344).

The minimum annual vacation with pay required by law in Saskatchewan was increased to three weeks each year after five years service with one employer. For employees with less than five years service, but with at least one year's service, the vacation with pay remains at two weeks. The provision for a three weeks holiday with pay applies to an employee who became entitled to a fifth annual vacation on or after October 1957.

The Saskatchewan Hours of Work Act does not set an absolute limit on hours but provides that time and one half must be paid for work after eight hours a day and 44 hours a week. An amendment just passed empowers the Lieutenant Governor in Council to issue an Order, applicable to any class of employment, limiting hours. Such an Order may provide that an employee may not be required to work for more than 12 hours a day, except in cases of emergency, without a permit from the Minister of Labour.

### **Manitoba**

An amendment to the Manitoba Labour Relations Act makes the Act, with some modifications, applicable to specified Crown corporations. It sets up a special procedure for dealing with disputes involving employees of Crown corporations after a conciliation officer has tried and failed to effect a settlement. Employees of Crown corporations are prohibited from going on strike where the Lieutenant Governor in Council has declared that uninterrupted operations are "essential to the health and well-being of the people of the province, or of some of them".

The Corporations brought under the Act are: the Manitoba Power Commission, the Manitoba Telephone Commission, the Manitoba Hydro Electric Board, the Winnipeg Electric Company and the Liquor Control Commission and their employees.

An amendment to the Workmen's Compensation Act carried out the interim recommendations made to the Minister of Labour by the Hon. W. F. A. Turgeon, the Judicial Commissioner appointed last year to inquire into all aspects of the Workmen's Compensation Act. Compensation

to a widow was raised from \$50 to \$65 a month and that of a child living with the widow from \$20 to \$25 a month. All widows and children receiving compensation are to get the increased amount regardless of the date on which the death of the workman occurred.

Minor changes were made in the Employment Standards Act, the consolidation passed last year of the legislation dealing with hours of work, minimum wages, weekly rest, notice required on termination of employment, and safety in factories, to clarify the application of various provisions.

The amendment makes it clear that the sections of the Act dealing with statutory holidays and notice required on termination of employment apply everywhere in the province. The hours of work provisions apply only in the industrial areas, and the weekly rest provision applies only to specified industries in the industrial areas. An amendment with respect to the section dealing with minimum wages provides that where an employer is found guilty of paying an employee less than the minimum wage prescribed, the convicting magistrate must order him to pay to the employee the full amount of the minimum wage owing to him, together with costs.

### **Prince Edward Island**

The Prince Edward Island Workmen's Compensation Act was amended to increase the maximum earnings on which compensation may be based from \$2,700 per year to \$3,000 per year.

The Trade Union Act of Prince Edward Island was amended to set out a procedure under which either the bargaining agent or the employer may require the other to meet for negotiation of a collective agreement after a union has been certified. Provision has also been made to authorize the Minister of Labour, on the request of either party or where he deems it advisable, to instruct a conciliation officer to assist the parties to conclude an agreement. This is the first provision for conciliation services under the Prince Edward Island Act.

### **New Brunswick**

The New Brunswick Industrial Standards Act has been amended to provide that a schedule of hours, wages and statutory holidays drawn up under the Act will remain in force unless application is made by the employers or employees concerned to have the schedule altered or revoked. Formerly the duration of the schedule was prescribed in it.



## **1957 Farm Cash Income Declines 2.7 Per Cent**

Cash income from sale of farm products in 1957 was 2.7 per cent lower than in 1956, the Bureau of Statistics reported last month.

The income in 1957, the Bureau said, amounted to an estimated \$2.6 billion compared with a total of \$2.7 million for the preceding year. The \$72-million decline was attributed largely to lower returns from the sale of cereal grains. Returns for the year from livestock and dairy products sales were higher.

## **AFL-CIO Organizers Gain Recognition as Union**

The executive committee of the AFL-CIO towards the end of last month decided to recognize the Field Representatives Federation as collective bargaining representative for its organizing staff.

The decision to extend this recognition voluntarily came shortly after the United States National Labor Relations Board had ruled unanimously in favour of the organizers in their appeal against the refusal of the AFL-CIO to recognize their union.

The NLRB had ordered the taking of a vote within 30 days to decide whether the organizers wished to be represented by the Field Representatives Federation.

In contesting the petition of the organizers to the NLRB, counsel for the AFL-CIO had argued that the organizers were managerial employees; that the AFL-CIO was a non-profit organization which the organizers were serving; and that it was against the best interests of Labour for the parent body to recognize a union of organizers.

The NLRB decided that the argument of the AFL-CIO was "without merit". It cited a decision of the Supreme Court to the effect that a labour organization was an employer when acting as an employer, and it asserted that the position of the AFL-CIO was "clearly at variance with the finding of the Act".

Charges of "unfair labour practices" against the AFL-CIO, arising out of the removal from their jobs a short time ago of about 100 of the Federation's 225-man organizing staff, are still before the NLRB for settlement. The AFL-CIO said that the removal of these employees was an economy measure, but the organizers contend that they were turned out because of "union activities".

## **Petrillo Retires; Other Unions Announce Changes**

A number of promotions, appointments and retirements of interest to Labour have occurred recently.

After 18 years of service James Caesar Petrillo has retired as President of the American Federation of Musicians. His successor is Herman D. Kenin, the union's West Coast representative.

Ray Lapointe of Ottawa was elected President of the Ontario Joint Council, Amalgamated Association of Street Electric Railway and Motor Coach Employees of America (AFL-CIO-CLC). He succeeds Fred Richardson of Hamilton. Hugh Kelly of Brantford was elected Vice President, while Maurice Collins of London was re-elected unanimously as Secretary-Treasurer.

Alistair McArthur, former President of the Ontario Federation of Labour, has been appointed to the six-man Ontario Hospital Services Commission. The Commission, headed by A. J. Swanson, is responsible for administration of all legislation dealing with hospitals, including the Ontario hospital care insurance plan which goes into operation next January 1.

Bud Hodgins has been made international representative in the Vancouver area for the Retail, Wholesale and Department Store union, succeeding Gerald Emary who died last year.

R. J. Lamoureux has been appointed as national safety and health representative in Canada for the United Steelworkers of America. He was formerly the union's Director for the province of Quebec. Pat Burke, formerly the chief representative in the Rouyn-Noranda area, succeeds Mr. Lamoureux as Quebec Director.

Philip Oliver, St. John's, union business agent and Doyle Sharp, Buchans, pilot plant operator, have been officially sworn in as members of the Newfoundland Labour Relations Board. They fill vacancies created by the resignations of Ron Smith and Frank Chafe.

Thomas Edmondson of St. Catharines was elected 1958-59 chairman of the Ontario Division of the Canadian Manufacturers' Association at the 39th annual meeting. Norman Russell of Toronto and D. B. Strudley, Stratford, were elected chairman and vice chairman of the Ontario Division's Workmen's Compensation Committee. G. J. E. Pettet and D. Alan Page, both of Toronto, were elected chairman and vice chairman of the Labour Relations Committee.

## **Appoint New Chairman For Teamsters' Monitors**

Martin F. O'Donohue has been appointed chairman of the panel of monitors which was charged by a United States District Court with the duty of supervising the affairs of the International Brotherhood of Teamsters, in succession to Judge Nathan Cayton, who resigned a short time ago.

Mr. O'Donohue is one of the lawyers who defended the Teamsters union in the preliminary stages of the injunction issued by the District Court. He was also at one time counsel for Teamsters Joint Council No. 55 in Washington. At present he is counsel for the Plumbers' and Pipefitters' union.

## **Canada Fails to Educate Everyone with Ability**

We lose 80 per cent of our students in the upper third in order of ability before they finish secondary school. Many of those we enrol in our universities fall below the standard needed to ensure success, and we lose 40 per cent of those we enrol before they graduate. We enrol less than 10 per cent of those of college age in our post secondary schools, instead of a possible 30 per cent.

These facts are cited as evidence of Canada's failure to make proper use of her people's ability to absorb education, in a report on the state of education in Canada recently made by S. H. Deeks, Executive Director, Industrial Foundation on Education. Mr. Deeks' report was made to the National Office Management Association, and was summarized in *The Canadian Office* for May.

In the proportion of our national wealth that we devote to basic research we also make a poor showing, Mr. Deeks says. In 1956 about 0.25 per cent of this wealth was spent on research. Per capita, we spent about a fifth as much as Russia, a third as much as the United States, and three-fifths as much as the United Kingdom.

## **Locomotive Engineers Mark 95th Anniversary**

The Brotherhood of Locomotive Engineers celebrated its 95th anniversary on May 5.

The 70,000-member rail union was founded at Detroit in 1863. It has more than 920 divisions in the United States and Canada and represents locomotive engineers on 98 per cent of the railroad mileage in the two countries.

There are 108 locals in Canada with a membership of 8,300.

## **IAM Celebrates 70th Anniversary**

The 70th anniversary of the International Association of Machinists (AFL-CIO-CLC) was celebrated in Canada last month by its members in some 180 local lodges from Vancouver Island to Newfoundland and Niagara Falls to Frobisher Bay.

The IAM, third largest affiliate of the CLC, was founded May 5, 1888, by 19 machinists meeting in a locomotive pit in Atlanta, Georgia.

In 1890, Lodge 103 was founded by railway workers at Stratford, Ont., as Canadian unionists began to make their mark in the organization. Just 18 years later one of Canada's first union women's auxiliaries was established in Moncton, N.B., and chartered as IAM Ladies Auxiliary No. 10.

At present IAM has a Canadian membership of 50,000 working on railways, in shipyards, aircraft plants, general manufacturing, airlines and office operations.

## **Israel Enacts Two New Labour Relations Laws**

Two new acts passed by the Israeli Parliament last year introduced a measure of regulation into two divisions of industrial relations in which matters had previously been left entirely to the parties concerned. The acts were the Collective Agreements Act, 1957, and the Settlement of Labour Disputes Act, 1957.

The first Act mentioned defines the classes of collective agreements, the parties to an agreement and the rules governing the right of an employees' organization to represent a particular group of employees; the scope, content and period of agreements, and the means which may be taken to extend the provisions of a particular agreement to cover other employers and employees. One of the conditions of such extension is that the collective agreement must not limit a worker's rights to employment on the ground of membership or non-membership in a workers' organization. Another condition is that the Supreme Council on Labour Relations (set up under the Settlement of Labour Disputes Act) must have studied the question and submitted its opinion to the Minister of Labour.

The Settlement of Labour Disputes Act gives legal status to the voluntary methods by which the conciliation and arbitration of industrial disputes had previously been effected, and establishes a framework of procedures for the settlement of disputes, at the same time preserving the voluntary principle.

The Act deals with both the conciliation and the arbitration methods of settling disputes, and lays down separate procedures for each. Conciliation proceedings may be initiated on the application of either party to a dispute, and the conciliator nominated under the Act has the power to compel each party to attend meetings held by him and to furnish relevant information, under pain of a fine for failure to comply.

Under the Act a labour dispute is a matter for arbitration if the parties have consented in writing to refer it to arbitration under the law, or if a collective agreement specifies the arbitration of disputes but does not determine the procedure to be followed, or if the procedure laid down has for some reason not been followed.

## **Items of Labour Interest in House of Commons**

**Monday, May 12**—*The Speech from the Throne* promised Government effort to: expand foreign trade; enact a Bill of Rights to safeguard the rights of all persons in Canada in respect of all subjects within the jurisdiction of Parliament; sustain employment by the acceleration of useful public works and encouraging development of natural resources; amend the Unemployment Insurance Act to extend for a further six weeks during the current year the period during which special seasonal benefits can be paid; promote a vigorous program of house building; construct a railway to Great Slave Lake; construct important roads needed for development in the Yukon and Northwest Territories; begin construction this year of the South Saskatchewan Dam; establish a new agency to regulate broadcasting in Canada; create changes in the Hospital Insurance and Diagnostic Services Act to make certain that payments may be made to participating provinces qualifying under the Act in respect of any periods commencing after June this year; sell Canadian agricultural and fisheries products in the markets of the world; and to amend the Citizenship Act and the Indian Act to eliminate certain discriminatory provisions in them.

**Tuesday, May 13**—*Housing funds* made available by 23rd Parliament not exhausted, the Minister of Public Works tells House. Further \$350,000,000 loan for housing will be requested.

**Wednesday, May 14**—*Railway strike* of firemen arising from dispute over use of firemen on yard and freight diesels by the Canadian Pacific Railway settled at 11:59

Arbitration boards have the same procedural powers as conciliators. An arbitration board consists of three members, one representing each party, with an impartial chairman. The award is made by majority vote, with the chairman having the casting vote. It is made for one year unless the order specifies a shorter period. It is final and without appeal, except that if the parties differ about the interpretation of a particular point the chief labour relations officer may appoint an arbitration board or a sole arbitrator to interpret it.

The Act provides that a Labour Relations Council, composed of an equal number of employers' and employees' representatives, shall be appointed by the Minister of Labour to advise him on all questions concerning labour relations.

p.m., May 13, Labour Minister Starr informs House.

*Unemployment Insurance Act* amendment to extend from May 18 to June 28 period in which seasonal benefits can be drawn introduced in House.

*Unemployed persons* receiving seasonal benefits on April 30 numbered 30 per cent of the total number of active claimants, the Minister of Labour informed a questioner.

**Thursday, May 15**—*Unemployment Insurance Act* amendment to extend seasonal benefits until June 28 approved by House and passed after lengthy debate.

**Friday, May 16**—*Railway repair shop* at Cochrane, Ont., is steam and not diesel, and is being removed to Senneterre for operational reasons. Some 17 employees are involved in the Canadian National Railways decision to transfer the shop work, the Minister of Transport informs questioner.

*National Housing Act* amended to provide a further \$350,000,000 in loans for building, after debate and formal passage of bill.

**Tuesday, May 20**—*Reported layoffs* of employees at CNR repair shops in Moncton, N.B., will be made the subject of inquiry to CNR management by the Minister of Transport, questioner informed.

*To aid settlement of the strike* by members of the Seafarers' International Union on ships of the Canadian Pacific Steamships in British Columbia, all resources of the federal Department of Labour have been offered the union and the company, Labour Minister Starr says in answer to a question.

# Second Constitutional Convention of the Canadian Labour Congress

Giving priority to internal matters, 1,539 delegates approve amendments to constitution to enlarge executive and eliminate General Board, expel two unions charged with raiding, lay foundation for new political party

The Canadian Labour Congress, at its "Second Constitutional Convention" in Winnipeg April 21 to 25, gave priority to internal matters. The convention—the first since the founding convention two years ago—approved constitutional revisions that the experience of the past two years had shown were necessary, enlarging the executive and eliminating the General Board, and, by expelling two unions that had violated its anti-raiding provision, made it clear that the CLC constitution must be strictly adhered to.

Although the convention met for one evening session and stretched one afternoon session through the dinner hour and into the evening, it dealt with fewer than half of the 425 resolutions from affiliated organizations. Five of the 12 convention committees did not have time to present their reports and another was not able to complete its report.

In addition, departing from the stand taken at the founding convention, the CLC sowed the seeds for the formation of a new political party embracing the CCF, farm organizations and other "liberally-minded" groups and individuals. It also called for governments to undertake a public works program as an anti-recession measure, endorsed demands of affiliated unions for substantial wage increases, and requested an integrated national social security plan.

The CLC reaffirmed its policy of offering affiliation to any independent union that would comply with the constitution but learned that discussions for merger with the Canadian and Catholic Confederation of Labour had not yet reached a conclusion.

Support for the Brotherhood of Locomotive Firemen and Enginemen in its "diesel dispute" with the Canadian Pacific Railway Company was pledged but the nature of the support would be determined by other railway unions in the Congress.

The constitutional amendments adopted at the convention increased to two the number of executive vice presidents and created four "general" vice presidencies. The general Board was abolished because it was found at its first and only meeting in May 1957 that it had no powers.

Claude Jodoin was re-elected President and Donald MacDonald Secretary-Treasurer. William Dodge, Montreal representative of the Canadian Brotherhood of Railway Employees, and Stanley Knowles, former CCF Member of Parliament for Winnipeg North Centre, were elected without opposition to the two executive vice presidencies.

Prime Minister John Diefenbaker and Hon. Michael Starr, Minister of Labour, headed the list of guest speakers, which included two fraternal delegates from the British Trades Union Congress, one from the AFL-CIO and one from the International Confederation of Free Trade Unions.

The delegates also heard from Gordon Cushing, the CLC's first Executive Vice President, on the eve of his departure to take up the position of an Assistant Deputy Minister in the Department of Labour.

There were 1,539 accredited delegates.

## Constitutional Changes

The executive of the Congress was enlarged by adding a second executive vice president and four "general" vice presidents. The officers of the CLC now comprise the President, two Executive Vice Presidents, four General Vice Presidents, 13 Vice Presidents and a Secretary-Treasurer.

The Executive Committee, responsible for the administration and interpretation of Congress policy, consists of all officers except the 13 Vice Presidents. The Executive Council, the governing body between conventions, consists of all 21 officers.

Other amendments to the constitution require the Committee to meet at least six times a year—the Council's original recommendation was at least four times—and the Council to meet at least four times—the original recommendation was at least two meetings a year.

The convention also approved elimination of the General Board (the Executive Council plus one representative of each affiliated international or national union). According to the original constitution, it was to meet at least once in the year between conventions and was to function "in a consultative and advisory capacity". It

held its first and only meeting in Montreal in May 1957 (L.G., June 1957, p. 681).

The debate on the resolution was led by John W. Bruce, veteran organizer from the Plumbers union, Toronto, who strongly opposed the changes. "This is the straw that broke the camel's back if ever there was one," he declared. "We are losing one vice president and putting two in his place. They are recommending four (general vice presidents) instead of three because of their failure to agree on how to divide the spoils." He condemned the proposal as "the most outrageous violation of the principles on which we entered this merger".

W. J. Smith, CBRE President, supported the recommendation, saying it was "a necessity for relieving some of the officers of the tremendous load of responsibility".

Eamon Park, Legislative Director of the United Steelworkers, also defended the recommendation for the same reason.

George Home, Secretary, British Columbia Federation of Labour, said that his Federation had no objection to the over-all change in structure but suggested the increases in the frequency of Executive Council and Committee meetings eventually approved by the convention.

Louis Laberge, President, Montreal Labour Council, opposed the recommendation. "I believe that this proposal will not give anything to the Congress. It will give more representation to the powerful affiliates, but it will also bring more and bigger problems... The most efficient executive is not the biggest executive."

Donald MacDonald, CLC Secretary-Treasurer, explained the executive's position. "Give us the tools to do the job," he said. The recommendation to increase the number of officers had originated with the Executive Committee of the Congress. Between conventions, he pointed out, the Executive Council was the policy-making body of the Congress, and there was no suggestion of changing that. The Executive Committee's function was purely administrative, and it had nothing to do with policy.

Mr. MacDonald said that the three officers of the Executive Committee had realized during the past two years how much the success of Congress's undertakings depended on them, and they had found that they were hampered by having insufficient assistance. The Council also supported the proposal to add four vice presidents, he said.

A. G. Hearn, Canadian Vice President of the Building Service Employees' International Union, who opposed the recommendation, said the executive officers were

away from Ottawa too much, and that they should stop "globe-trotting" and "get down to work".

A resolution requiring that "an elected representative of federal civil servants be included in the executive of the Canadian Labour Congress" was defeated, on the ground that it was "not in the best interests of the Congress to give constitutional representation to special groups".

### Annual Convention

A move to hold annual conventions, instead of every two years as is now the case, was defeated at the suggestion of the constitution and law committee.

The committee moved non-concurrence in five resolutions advocating annual conventions.

Orville Braaten, Pulp, Sulphite and Paper Mill Workers, Vancouver, argued that "things are moving too fast; we have to meet every year to keep up with developments". He suggested that most of the important events that took place since the last convention, from Sputniks to high unemployment, could not have been foreseen at the time.

The executive's viewpoint was explained by Vice President William Mahoney. Among the factors militating against the holding of an annual convention, the Canadian Director of the United Steelworkers of America listed: the high cost of these conventions, the time and effort required by the staff for the preparation of these meetings, the fact that provincial federations and many other unions also hold conventions which would conflict.

"We will render the Congress ineffective if too much time, before and after the convention, is spent on convention business," he added.

Seven resolutions that would have increased or decreased representation at conventions were defeated on the recommendation of the convention constitution and law committee. In their place, the convention approved a committee-sponsored resolution instructing the CLC Executive Council to establish a committee to investigate the subject of representation at conventions; the committee will report at the next regular convention.

### Membership Transfer

An attempt to have the constitution amended and to grant the right to "all workers to join or transfer to the labour union of their own choice by majority vote of the workers concerned" gave rise to a lively debate before being rejected, as recommended by the constitution and law

### Financial Statement

The CLC showed a profit of \$52,079.55 for the year January 1 to December 31, 1957, which is 4 per cent of total revenues, reported Secretary-Treasurer Donald MacDonald. Total assets are \$743,921.44.

Revenues for the year 1957 totalled \$1,319,465.20 while expenditures added up to \$1,267,385.65.

For the first eight months of the CLC, May 1 to December 31, 1956, profits were a meager \$4,715.04.

While the Congress is in a strong solvent position and the picture for 1957 rather favourable, Secretary-Treasurer MacDonald said he did not anticipate as favourable a position in 1958.

He gave three main reasons for diminishing revenues:

1. Expenses are constantly increasing;
2. More and more directly chartered unions are transferring to their proper affiliates;
3. Decreasing per capita receipts due to heavy unemployment.

"The first three months of 1958 have already shown a bad effect on our income," he said.

committee because its adoption "would continue and increase jurisdictional disputes".

J. P. Menard, Sheet Metal Workers, Montreal, reflected the opinion of those in favour of such an amendment when he argued that "in a free labour movement, a worker should be free to join another union if he finds that he is in the wrong one".

The committee chairman, Frank Hall, Canadian Vice President, Brotherhood of Railway and Steamship Clerks, reminded the convention that the constitution already provides the procedure for such cases. Added Eamon Park, Research Director, United Steelworkers of America: "This is an invitation to cannibalism."

### Raiding Charges

An amendment to the constitution providing that any charges laid against a union must be "in writing, with copies of charges and relevant correspondence supplied to the accused by the accuser" was adopted.

### Expulsions

Two unions that would not guarantee to halt raids on other CLC affiliates were expelled from the Congress after a roll-call vote that lasted more than 2½ hours and stretched the Tuesday afternoon session well into the evening hours.

The expelled unions were the American Federation of Technical Engineers and the International Union of Operating Engineers. The former has a Canadian membership of about 1,100; the latter, about 13,000.

The expulsions resulted from recommen-

dations of the CLC Executive Council contained in the Council's report to the convention. The report gave a detailed account of the charges of raiding laid against each of the unions and of the Council's attempts to persuade them to guarantee that they would abide by the section of the CLC constitution that binds all affiliates to respect the established bargaining relationships of other affiliates.

The Technical Engineers were charged with raiding the Malton, Ont., local of the International Association of Engineers. Charges filed against the Operating Engineers numbered 25.

Proposing concurrence with the Council's recommendations for expulsion, W. J. Smith, Chairman of the convention organization committee, said: "If we are to have order and progress, we must have strict observance of our laws. Evidence has established that there has been wilful disregard of the constitution."

His committee believed, Mr. Smith added, that unless the anti-raiding section of the constitution is observed strictly, "we will enter an era of virtual civil war".

Melrose S. Kerr, Canadian representative of the Technical Engineers, in his statement of defence, said he was not going to try to plead innocence and explained that draughtsmen in the IAM local had approached his union "for advice and guidance as to how to get out from the organization they were in". He reminded the delegates that his was a craft union "totally and completely devoted to draughtsmen".

CLC President Jodoin then made a statement pointing out that the constitution was clear. "I believe the constitution should be abided," he said.

In his statement of defence, Rowland G. Hill, Canadian Director of the Operating Engineers, expressed the belief that his union was being singled out. He cited several other instances of raiding that had gone unpunished. He, too, explained that in most of the instances cited in the charges the engineers involved had sought out the union, and that his union, "since the inception of labour legislation in Canada has been granted and maintained recognition as a craft unit".

It should and must be understood that stationary engineers, in most instances, must move from plant to plant to obtain enough experience to upgrade themselves. Under these circumstances, they either wish to remain or become members of our organization to continue with their educational program and maintain their benefits that are part of our structure.

... We are willing and ready to meet with the individual organizations to work out any problems that arise. However, we will

do all in our power to retain our jurisdiction, our craft identity...

We are prepared to abide by the CLC constitution. We have made efforts but have not been able to resolve our differences.

Again taking the floor to present the Executive Council's view, President Jodoin declared: "A matter of principle is involved here: whether the CLC constitution is to guide the CLC or whether the CLC should be guided by the constitution of each individual affiliate. The constitution of the CLC should be respected in its entirety."

The results of the roll-call vote were: for expulsion of the Technical Engineers, 994; against expulsion, 244; for expulsion of the Operating Engineers, 999; against, 239.

It was then announced that the Canadian Air Line Flight Attendants Association had made application to affiliate and that the Brotherhood of Locomotive Engineers was conducting a referendum vote of its membership on affiliation with the CLC. The Flight Attendants claim about 650 members and the Locomotive Engineers, about 8,300 Canadian members.

Later in the convention, the constitution was amended to provide that a roll-call vote would no longer be necessary to expel affiliates; a majority vote will in future be sufficient.

### New Political Movement

The seed of a new political party in Canada was planted at the Winnipeg convention.

In a move that went beyond the compromise stand taken at the founding convention in 1956, the convention took steps to put the CLC deep into politics, something the former TLC would never do and that the former CCL talked of doing but never did.

The delegates almost unanimously voted, in approving a basic policy statement substituted for nine resolutions, to initiate discussions with the CCF, interested farm organizations, and other "liberally-minded" individuals and groups to formulate a constitution and a program for "a broadly based people's political movement".

The CLC Executive Council was instructed to bring a draft constitution and program before the next convention of the CLC two years hence.

In the meantime, re-affirming the policy enunciated at the founding convention, all CLC affiliates were urged to take the utmost interest in political affairs, continue the political action or education they have been carrying out, and undertake other political activities that may appear to be "appropriate for achieving the basic objectives of the Congress".

(When, after the convention, some affiliated unions consisting exclusively of government employees spoke of withdrawing from the CLC because of its decision to enter politics, President Claude Jodoin issued a statement pointing out that all affiliates have complete autonomy and promising that the Congress would take the necessary action "to relieve these unions of any responsibility for, or identification with, any policy pertaining to political measures".)

Six of the nine resolutions covered by the substitute had asked that the Congress support the CCF but the convention political education committee, while commending the CCF for its "tremendous contribution to the welfare of the Canadian people" during the past quarter century, declared that "the time has come for a fundamental re-alignment of political forces in Canada".

This convention believes that the imperative need of the Canadian political scene today is the creation of an effective alternative political force based on the needs of workers, farmers and similar groups, financed and controlled by the people and their organizations...

Such a broadly based political instrument should provide that Labour and other people's organizations may, together with the CCF, participate directly in the establishment of such a movement, its organizational structure and basic philosophy and program, as well as in its financing and choice of candidates for office.

The policy statement suggested that the experience of Labour and Social Democratic parties elsewhere should be studied as a guide for the new Canadian party.

When presenting the statement to the convention, Eamon Park, chairman of the Committee, rejected the idea of an exclusively trade union party. "A trade union party has little chance for success," he argued.

He went on to explain that affiliation to the new party must be "by decision of the individual unions themselves". He warned that union members must not be forced to have part of their dues set aside for a political party in which they do not wish to join.

One of the speakers in the discussion of the substitute resolution thought the Congress should form its own party, and another warned against "wrecking the machinery we now have". But Stanley Knowles, former deputy leader of the CCF in the House of Commons who later was elected a CLC officer, said he did not see in the resolution the end of the CCF. The CCF could either go ahead under its own steam, making slow progress, or become part of a more broadly based movement, he said.

### Ladies' Auxiliaries

The CLC is to have an executive for ladies' auxiliaries.

A resolution recommending the setting-up of such a body, with representatives from the various ladies' auxiliaries of affiliated unions, and the promotion by the Congress of the establishment of auxiliaries in locals, was adopted despite the organization committee's original suggestion that it be rejected.

Committee Chairman William J. Smith, CBRE President, said the Congress had already approved of the organization of women's groups by affiliated unions but argued that the organization of such groups was the responsibility of local unions.

Josephine Hallock, Office Employees' International Union, Vancouver, argued that it would be foolish not to assist the ladies' auxiliaries in the part they had to play in combatting the rising cost of living.

George Burt, Canadian Director of the UAW, said that his union was concerned at the lack of attention to the organizing of ladies' auxiliaries in Canada, that during the strike against General Motors the Oshawa local's ladies' auxiliary had done valuable work, and that it would be wrong to vote down the resolution.

The resolution was referred back to the committee, re-submitted with a recommendation for adoption, and approved.

The convention also approved resolutions that:

—called for the expansion of the CLC Political Education Department;

—recommended a revision of federal constituencies, with the revision being made by an impartial commission rather than by a parliamentary committee;

—urged amendment of the Canada Elections Act to enable all persons absent from home on election days to vote in advance polls;

—sought another amendment to the Act to guarantee leave of absence without loss of seniority for those running for election and those elected to Parliament.

### Economic Policy

The Government was asked to undertake a "comprehensive" program of public works as an anti-recession measure. In addition, the Congress called for a nationwide program of social assistance, measures to spur the housebuilding industry, and further steps to promote the economic development of the Atlantic Provinces.

To prevent automation from adding to unemployment, hours should be shortened and wages increased, the convention declared.

Governments were asked, too, "to stop all evictions caused by unemployment while the present recession lasts".

The convention economic policy committee, which dealt with the resolutions containing these requests, declared that "the Government has taken certain steps that have been some help in relieving the situation. None the less, the economic situation remains very serious."

It continued:

Our Government must redouble its efforts to expand exports, to increase public investment to fill the gap left by the fall in private investment, and to raise consumer purchasing power. It must reduce taxes still further; it must raise unemployment insurance, old age security, family allowances and public assistance...

"It must be willing to budget for deficits, and substantial deficits, as long as the recession lasts."

The resolution calling for a public works program was a substitute for seven others. The program should be planned and carried out in co-operation with provincial and municipal governments, it proposed, and the public works projects should be done at union rates and under union conditions.

Aim of the program should be to help restore and maintain full employment throughout the year, the resolution stated.

The resolution was adopted unanimously.

### Housing

That housing is still a major concern of Labour was shown by the 16 resolutions sent in by the membership. The substitute resolution put forward by the economic policy committee urged the federal Government to:

1. Provide the necessary mortgage money for a full-scale housing program to meet the current need for 140,000 dwellings a year and to reduce substantially the accumulated housing backlog;

2. Cut the interest rate on NHA mortgages to 3 per cent;

3. Amend the NHA to prohibit public monies being used to underwrite the activities of builders or real estate agents who practice racial or religious discrimination in the sale or rental of NHA-financed homes.

The convention reaffirmed its support of co-operative housing and called upon all organized labour to press for slum clearance and subsidized low-rent housing at the municipal level.

The resolution, in asking for a reduction of the interest rate on NHA mortgages to 3 per cent, originally suggested that the lenders be subsidized to fill the gap between that rate and the going commercial rate. This was deleted at the suggestion of the floor.

### Automation

The delegates resolved that the Congress should "continue its efforts to have Government, Labour and Management work together to ensure that the potential benefits to be derived from automation



contribute to the economic and social betterment of all Canadians and not merely to a profit-hungry few". In particular it was urged that serious attention should be given to shortening hours to relieve unemployment and increasing wages "to keep pace with our ability to produce".

It was also suggested that the National Employment Service should help in re-training and finding employment for those workers who were thrown out of work by technological changes.

### Trade

An investigation into the usefulness of sending trade missions to China and other Communist countries was suggested by the economic policy committee although this part of its report never reached the floor.

The committee, chaired by R. F. Courtney, United Automobile Workers, Oshawa, also favoured "the fullest possible trade with all countries" but qualified its suggestion by adding: "consistent with national security, the protection of Canadian workers jobs, wages and working conditions and the maximum processing of Canadian raw materials in Canada".

The committee resolution on trade was a substitute for seven other resolutions.

In suggesting that the Government "investigate the usefulness of sending trade missions to China and other Communist countries," the resolution further suggested that trade unionists as well as businessmen and Government trade officials be included in the delegations.

The committee's report also called for a higher quota for Canadian fresh fish exports to the United States as well as for steps to bring the Canadian dollar as close to par with the American dollar as possible.

### Marine Matters

A resolution was adopted condemning the action of the Canadian National Steamships in transferring the ships of its West Indies fleet to Trinidad registry, and demanding the return of the ships to Canadian registry.

Other resolutions which the committee recommended for adoption but which were not put to a vote urged:

—That "no Canadian-owned or operated vessel be allowed, henceforth, to register under another flag", that all such vessels should be required to be registered in Canada, and that certain ships now under United Kingdom registry be returned to Canadian registry;

—Subsidization of Canadian ships and shipyards to enable them to meet British and foreign competition—the granting of the subsidies to be made conditional upon

the ships being maintained and repaired in Canadian yards and kept on Canadian registry.

### Labour Unity

The convention called for "a renewed effort for greater unity in the Canadian labour movement" and instructed the Executive Council "to make every reasonable effort, within the limits of the constitution, to bring all unions now outside the Congress into the Congress".

The delegates approved a substitute resolution, put forward by the organization committee under the chairmanship of W. J. Smith, CBRE President, to replace six others.

One of these, submitted by an Oshawa local of the UAW, asked that invitations to join the CLC be sent to the unions previously expelled from the CCL or the TLC, to the Canadian and Catholic Confederation of Labour, and to the Railway Brotherhoods.

Another, presented by the Ocean Falls local of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, wanted changes made in the constitution "so as to enable the affiliation of all *bona fide* trade unions regardless of the personal beliefs of their officers or members". Orville Braaten, delegate from a Vancouver local of the Pulp and Sulphite Workers, told the convention that the only question that should be asked of a person wishing to join the CLC is: "Are you a trade unionist?"

As passed, the substitute resolution pointed out that the problems facing the labour movement today call for "the urgent uniting of all trade unions". It also points to the "mounting offensive of the employers" as another reason for greater labour unity.

### Dispute over Firemen on Diesels

Support for the Brotherhood of Locomotive Firemen and Enginemen in its dispute with the Canadian Pacific Railway Company over the employment of firemen on diesel locomotives in freight and yard service was pledged by the Canadian Labour Congress.

But the extent of the support was to be determined by the CLC Executive Council after consultation with other unions of railway employees.

The resolution proposing support for the Firemen, a substitute for one sponsored by 66 lodges of the Brotherhood from coast to coast, was not passed until, after a long debate, it was amended and returned to the floor the day after its original appearance.

The substitute drafted by the convention organization committee proposed support "in a manner and extent to be determined by the Executive Council or Executive Committee". In this form it failed to gain approval and it went back to the committee for amendment.

The next day the committee proposed an addition to its resolution, so that the support would be determined by the Executive "in consultation and co-operation with the unions representing operating and non-operating railway employees". This version carried unanimously.

### Election of Officers

The four top positions in the Congress were filled by acclamation.

Claude Jodoin was returned unopposed for a second term as President and Donald MacDonald for a second term as Secretary-Treasurer. Stanley Knowles, former CCF Member of Parliament for Winnipeg North Centre and formerly the party's deputy leader in the House of Commons, and William Dodge, Montreal representative of the Canadian Brotherhood of Railway Employees, were elected without opposition to the newly created executive vice presidencies.

Joseph "Jimmy" James, President of the Manitoba Federation of Labour, was nominated as an Executive Vice President but declined the nomination.

Seven candidates were nominated for the four general vice presidencies, also newly created offices, but one, W. J. Smith, CBRE President, declined the nomination, and another, Andrew Cooper, Canadian repre-

sentative of the Brotherhood of Carpenters and Joiners, had been called away from the convention and had not indicated that he was willing to run. Votes cast for the remaining five were: George Burt, Canadian Director of the United Automobile Workers, 1,190; Frank Hall, Canadian Vice President, Brotherhood of Railway and Steamship Clerks, 1,151; William Mahoney, Canadian Director of the United Steelworkers of America, 1,135; William Jenoves, President of the Bricklayers' Provincial Conference Board of Ontario and of the Toronto and District Labour Council, 1,003; and Joseph Connolly, organizer for the Plumbers union, 543.

Eighteen candidates were nominated for the 13 regional vice presidencies but voting was necessary for only three of the five regions, British Columbia, Prairie and Ontario.

The three nominated for the two British Columbia vice presidencies were: E. P. O'Connor, Secretary of the British Columbia Government Employees' Association; Joe Morris, President of B.C. District Council No. 1, International Woodworkers of America; and J. N. Ross of Vancouver Local 213, International Brotherhood of Electrical Workers. Results of the voting: Morris, 1,109; O'Connor, 1,037; Ross, 376. Mr. Morris is serving his second term.

There were also three candidates for the two Prairie vice presidencies: Neil Reimer, Canadian Director, Oil, Chemical and Atomic Workers International Union; Donovan Swales, American Federation of Musicians; and Dave Keir, Edmonton Local 424, International Brotherhood of



—Bill Rose, Winnipeg Free Press

### The full-time officers for 1958-60 of the Canadian Labour Congress

**Stanley Knowles**  
Executive Vice President

**Claude Jodoin**  
President

**Donald MacDonald**  
Secretary-Treasurer

**William Dodge**  
Executive Vice President

Electrical Workers. Results: Swailes, 1,051; Reimer, 903; Keir, 295. Mr. Swailes and Mr. Reimer were incumbents.

For the four Ontario vice presidencies, seven candidates were nominated: Joseph Connolly, Plumbers' organizer; Andrew Cooper, Canadian representative of the Carpenters; E. Schofield, international representative, Hotel and Restaurant Employees' and Bartenders' International Union; Larry Sefton, Director, District 6, United Steelworkers; W. J. Smith, CBRE President; Paul Swaity, Canadian Director, Textile Workers Union of America; and Stan Thornley, Toronto Local 136, United Rubber Workers. Mr. Cooper and Mr. Swaity were incumbents.

In the voting, Mr. Cooper received 967 votes; Smith, 899; Swaity, 776; Sefton, 754; Connolly, 316; Schofield, 270; and Thornley, 118. The first four were elected.

The three Quebec vice presidents elected without opposition were: Huguette Plamondon, Montreal Labour Council; Roger Provost, Canadian Director, UTWA; and Louis Laberge, President, Montreal Labour Council. Miss Plamondon and Mr. Provost were incumbents; Mr. Laberge succeeds George Schollie, Canadian Vice President of the International Association of Machinists, who did not enter the contest.

Two Atlantic vice presidents elected by acclamation were James A. Whitebone, MBE, President, New Brunswick Federation of Labour, an incumbent, and D. J. Gannon, President, Halifax and District Labour Council.

The elections were conducted by CLC Honorary President A. R. Mosher.

## Presidential Address

In a 6,500-word address at the opening session of the convention, President Claude Jodoin reviewed the activities of the CLC since the founding convention in Toronto, reiterated the policies of the Congress, and outlined the claims of organized labour.

His address was a statement of labour's platform, outlining existing policies and avowed aims.

The CLC, he said, stands for:

- Unified labour;
- Organization of the unorganized;
- Social and labour legislation;
- Better informed and more effective membership;
- Full employment;
- Increased purchasing power;
- Clean labour movement;
- Canadian labour autonomy;
- Planned immigration;
- Free trade unions throughout the world;
- Full support of the ILO and the UNO;
- World peace.

At the same time, President Jodoin served notice of the CLC's immediate aims. They include:

- Amendments to existing social legislation;
- A comprehensive national health plan;
- Important tax cuts;
- Inclusion of the teaching of trade unionism in the school curriculum;
- Advanced technical institutes in all provinces;
- Full access to educational facilities;
- Vigorous local action regarding slum clearance;
- Wage increases;
- Regulated immigration.



—Portugal & Ayers, Winnipeg

### The General Vice Presidents of the CLC elected at the convention

**William Mahoney**  
Steelworkers

**William Jenoves**  
Bricklayers

**Frank Hall**  
Railway Clerks

**George Burt**  
Auto Workers

In his hour-long message, the CLC President asserted that "the over-all co-operation of our affiliated unions has surpassed our most optimistic estimates, and it is abundantly clear that the deep desire of the workers of Canada is for unity in the labour movement".

Mr. Jodoin told of the "numerous meetings" between the CLC and the Canadian and Catholic Confederation of Labour. While he regretted not having "reached any concrete proposals which might become the basis of a merger agreement" he said that the discussions have been "most encouraging".

Organization of the unorganized, explained Mr. Jodoin, remains one of the greatest challenges and is "the key to continued economic and social progress in Canada and throughout the world".

While the President referred to social legislation only in general terms, he was most specific regarding a national health plan. "It has been deemed imperative," he said "that a comprehensive health plan be adopted, which will promote good health through preventive measures, and will assure the Canadian people of medical, dental, and other services when they are required, as well as a program of rehabilitation, when necessary, to restore them to an active and useful life."

The CLC President came out strongly in favour of tax reductions to reduce unemployment. He advocated:

1. Cutting the sales tax in half, which would put \$450,000,000 more in consumers' pockets;

2. Raising income tax exemptions to \$1,500 for single persons, and \$3,000 for married, and raising to \$500 the deduction for children receiving family allowances, which would place about \$577,000,000 in consumers' pockets;

3. Allowing deduction of all medical expenses, which would add another \$15,000,000 or \$25,000,000.

Mr. Jodoin, in reiterating that wage increases mean more purchasing power and a greater measure of prosperity, said that "Labour is solidly united behind those unions which are already being attacked by management and the press because they have indicated that they propose to seek wage increases in their negotiations with management".

Stating that the Canadian labour movement is "a clean movement which has made, and is making, a notable contribution to Canadian life," he objected to what he called "attempts to smear Canadian unions because of events which have occurred in a few unions in the United States".

At the same time, Mr. Jodoin pointed out that the CLC is an "autonomous national labour centre".

Canadian workers are free citizens in a free nation. They can make their own decisions. It may be that, in many cases, those who are casting reflections on these workers and their organizations are themselves controlled by foreign capital or corporations. There are still some wishful thinkers in Canada who are hoping that organized workers will again become divided. They are going to be disappointed. Our organization is big enough for us to sustain any differences of opinion which may arise, and settle them within our organization.

He warned that "a vigorous effort is being made in some quarters to import 'right to work' laws," which he described as laws designed to undermine the whole process of collective bargaining.

In dealing with immigration, Mr. Jodoin said the CLC supported "an intelligent, planned immigration policy, by which the greatest possible number of immigrants can establish themselves satisfactorily in Canada". He warned, however, that this policy should be implemented with due regard to "the factors of employment, living standards, and available social facilities, including housing".

He reiterated the CLC's stand that immigration be implemented through the Department of Labour.

Turning to international problems, President Jodoin said that the CLC's approach is based essentially on its domestic program.

"We desire for the world's people," he said, "what we would want our own people to achieve, namely: political freedom, human dignity, the right of national self-determination, and a world of peace."

In closing, President Jodoin urged the Government "to utilize every means of approach, in order to keep open the lines of communication between the opposing armed camps, and to bring about negotiations without bogging down in wrangles on procedure, dates, places and participants".

## The Prime Minister

Rt. Hon. John Diefenbaker, Prime Minister of Canada, told the delegates of the Government's intention to take three steps that the convention had urged in resolutions adopted earlier in the session; but he also warned that "this is no time for drastic demands by any segment of our economy".

He had flown to Winnipeg especially to address the convention—his first appearance as Prime Minister before a national labour meeting—and returned to Ottawa immediately after speaking.

The Prime Minister was cheered when he announced that his Government would institute a Bill of Rights for Canadians within the constitutional jurisdiction of the federal Government; that Parliament would be asked to make "several hundred million" more dollars available for housing loans; and that the Government was considering asking Parliament to extend seasonal unemployment insurance benefits beyond the May 15 deadline\*.

It was during his remarks on unemployment that Mr. Diefenbaker warned against drastic demands. The Government's first responsibility was to maintain employment, he said. "But we cannot keep conditions of full employment if we price ourselves out of markets.

"This is no time for drastic or over-rigorous demands by any segment of our country."

The Prime Minister said he would be saying the same thing to business and industry.

Earlier in his remarks on unemployment he had declared that Canada's economy was affected to a large degree by the United States. "When there is unemployment in the United States it has its effect

\*On May 15 a bill to extend the duration of seasonal benefits to June 28 was passed by the House of Commons. The next day a further \$350,000,000 was made available for mortgage loans through an amendment to the National Housing Act.

on our country because there will be pressure on the Administration to export it by dumping surpluses abroad and raising tariffs."

He then explained the steps the Government had already taken to alleviate unemployment. First it had restricted immigration, "not because we did not wish to welcome those from other lands but because it was our first duty to assure ourselves that they were economically absorbable".

Then it had "loosened up tight money" and reduced credit restrictions, and increased social security payments. "We made \$350 million available for housing, which greatly accelerated activity.

"There has been such a demand that funds are now running out. We are calling Parliament at the earliest possible date and Parliament will be asked to make several hundred million more dollars available."

Housing starts in February were up 129,000 over a year earlier—they were down 1.2 per cent in the United States, he said—and this had meant the maintenance of some 200,000 jobs in Canada.

The Government had also extended the duration of seasonal unemployment insurance benefits and was considering a further extension.

He hoped, he said, to be able to present to Parliament further action against unemployment but he couldn't reveal its nature



—Portugal & Ayers, Winnipeg

Prime Minister Diefenbaker speaking to the delegates from the convention platform

until it had been placed before Parliament.

Prime Minister Diefenbaker then repeated the Government's intention to launch a national development policy, including a start on the building of the Saskatchewan Dam.

Applause greeted his statement that Canada should process more of her raw materials rather than ship them out for processing. "It does not make sense to me that we export 10,000,000 tons of iron ore, thereby exporting employment that should remain in Canada," the Prime Minister said.

"Our policy will be to develop our own resources and determine our own future."

The Government has an obligation, also, he added, to take the initiative in expanding Commonwealth and international trade.

Canada cannot remain prosperous if inequalities exist, he continued, adding that the Government was having a study made of the United States contributory social security system.

Earlier in his 45-minute address, Mr. Diefenbaker had said that there should be the maximum degree of freedom from government interference. "Government action becomes justified, and indeed obligatory, at the point when the public interest demands action in that regard. The best interests of all will be the motivating principle of any action that is taken."

While the Prime Minister did not explain what these remarks referred to, it was assumed that he was referring to the strike by the firemen against the CPR, which was threatening at that time.

At the beginning of his address, he had pointed out that the Congress possessed great power and that social responsibility always goes hand-in-hand with power. "Those in power may be inclined to forget that in a democracy power is never absolute. Always we must realize that to keep power, power must be used with moderation.

"Neither your responsibility nor mine is confined to those who elected us. We have an obligation, and it is our prime obligation, to serve the best interests of all the people of Canada, because only so can we best serve those who gave us our mandates."

### **The Minister of Labour**

Hon. Michael Starr, Minister of Labour, told the convention that he intended to bring together, as soon as feasible, representatives of labour, industry, commerce and government to get their advice and suggestions on the problem of seasonal unemployment in Canada and on what he

believed to be a related problem: "a basic dislocation in our economic set-up".

Just before making this announcement he had pointed out that over the past few years, with few exceptions, there had been a steady climb in unemployment peaks, of which the past winter's high figure was the culmination. While this unemployment had been partly seasonal, there had been a gradual increase that could not be blamed completely on seasonal factors.

A large proportion of the Canadian labour force was employed in primary industries—lumbering, fishing, mining and farming—that were affected by seasonal factors, and in housebuilding and construction, where there was also a seasonal factor. But, he went on, "one of our major problems is that we must develop the type of industrial activity that will provide year-round work for Canadians," not just for unskilled labour, as in the primary industries, but for skilled workers.

"This means that we must process more of our own raw materials in Canada.

"This is one of the big ways in which we can provide year-round jobs, and also about the only way in which we can absorb our continually growing skilled labour force."

The solution to this and other economic problems will be arrived at through mutual co-operation between Labour, Government and Management, he believed.

The Minister said he hoped to re-organize the National Employment Service so that it can do a more effective job of placing men and women who are out of work. He also hoped, he said, to be able to make some amendments to the Unemployment Insurance Act.

He then reminded the delegates that the federal Government at its last session had enacted an annual vacation with pay act, had brought married women under the provisions of the Unemployment Insurance Act and extended seasonal benefits by two months, and had extended collective bargaining rights to employees of two Ontario plants of Canadian Arsenals.

Earlier in his address to the convention, Mr. Starr expressed the belief that relations between Labour and the Government were as good in Canada as anywhere, and that relations between Labour and Management had established an "excellent record" in this country.

He hoped this state of affairs would continue. It seemed to him that "we are rapidly getting to the point where it can be generally accepted that both Labour and Management have at least as many goals in common as they have matters that divide them".

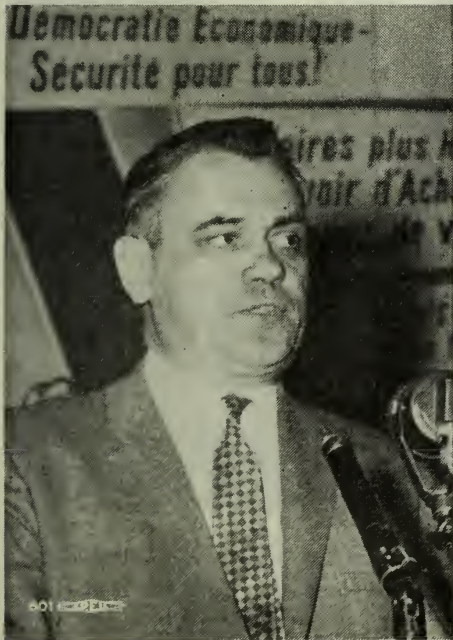
At the beginning of his speech, the Minister referred to the appointment of Gordon Cushing as an assistant deputy minister in his department. With Mr. Cushing's acceptance, he believed, he would have the benefit of guidance and counsel based on long experience with the organized labour movement in Canada.

Mr. Starr then spoke of the retirement as assistant deputy minister of M. M. Maclean. "His service stands," he said, "as a tribute not only to himself, but to you in organized labour, from whose ranks he came.

Mr. Maclean has made a contribution to the Department of Labour that it would be difficult to over-emphasize. He came to the Department at a time when unions were just beginning to reach towards their present status; he worked through the difficult years of the war and through the challenging years of formulating Canadian labour relations legislation.

In his work in the founding of the Canadian Brotherhood of Railway Employees and with the All-Canadian Congress of Labour and the Canadian Congress of Labour during its early years, Mr. Maclean made a contribution to Canada itself that will long be felt, Mr. Starr said.

"In Canada we have managed to maintain a balance between Labour and Management that has greatly contributed to our steadily increasing standard of living," the Minister concluded.



—Portugal & Ayers, Winnipeg

**Hon. Michael Starr**  
Solutions Through Co-operation

"In the interests of both Capital and Labour, it is essential that that balance continue to be maintained. It is essential that both Labour and Management, in their mutual concerns, take a large view of problems, and endeavour thereby to arrive at solutions consistent with the greatest good of the greatest number."

## Fraternal Delegates

### Sir Alfred Roberts

An eloquent appeal for the strong to help the weak "in a world where the common man is safe from hunger, fear and exploitation" was made to the CLC convention by the fraternal delegate from the Trades Union Congress, Sir Alfred Roberts, CBE, General Secretary of the National Association of Card, Blowing and Ring Room Operatives.

Pleading that solidarity, an old slogan, must become a modern practice, Sir Alfred said that "no job presents a greater challenge than this task of helping those who have no unions or who have only just begun to develop them".

It was a matter of urgency that help gets there on time, he warned. "The gap that separates the way we live in the industrialized west and the way others exist in the under-developed lands of Asia, Africa and America grows wider instead of narrower. Into it, irresponsible nationalism or ruthless totalitarianism, breeding on hunger and poverty, could move, causing new misery for millions."

Sir Alfred, who is Chairman of the TUC International Committee, said that it has accepted an obligation to raise, within three years, 500,000 pounds (\$1,400,000) for the International Solidarity Fund of the International Confederation of Free Trade Unions. (Later in the week the CLC unanimously voted to contribute a minimum of \$100,000 to the International Solidarity Fund for the three-year period ending December 31, 1960.)

The TUC fraternal delegate also praised the International Labour Organization, urging that it be used to "help the millions of workers who are unable to help themselves".

Some have questioned the value of the ILO and some have sought to limit its scope, he said. "They have not been trade unionists... It is the trade union movement which provides the dynamism and it is trade unionism which must ensure that the ILO has the ability and the means to pursue its task of raising social and labour standards throughout the world."

Turning to the labour scene in England, Sir Alfred said that, in 1957, eight million

working days were lost through strikes, four times as many as in any other post-war year. Yet, he added, this loss of time was still only half the amount lost due to accidents and a twenty-fifth of that lost due to sickness.

### Joseph A. Beirne

The best defence against attempts to impose right-to-work laws in Canada is a healthy trade union movement free from corruption and alert to public sentiment and the needs of the community, said the fraternal delegate to the convention from the AFL-CIO. He urged the Congress to fight such attempts.

Mr. Beirne, who was elected a vice president of the CIO in 1949, became a vice president of the AFL-CIO when the AFL and the CIO merged in December 1955. He is chairman of the AFL-CIO Community Services Committee.

Mr. Beirne spoke of the need for programs for economic recovery from the recession. Organized labour in the United States, he said, would "as patriotic citizens" be insisting on wage increases as a means

to this end. The cost of the recession was tremendous, he said. The AFL-CIO estimated that \$25,000,000,000 had been lost so far in the curtailment of the production of goods and services.

In bringing greetings from the AFL-CIO and its executive council, the fraternal delegate paid tribute to the Congress on its success in unifying the labour movement in Canada. We were fortunate in these troubled times, he remarked, to have a merged labour movement on both sides of the border. He said that he was disturbed by reports of a deterioration in official relationships between Canada and the United States, and he declared that the AFL-CIO would oppose attempts "to put a wedge between the two peoples".

Touching on international affairs, Mr. Beirne said that the Russians had tried to develop a "summit" conference into a cure-all, but that there was no magic in such a conference. We should not, however, say that no agreement was possible. We should at least make certain that failure to achieve such agreement was the Kremlin's responsibility, and not ours.



—Portugal & Ayers, Winnipeg

The four fraternal delegates to the convention (left to right): Hans Gottfurcht, Assistant General Secretary, International Confederation of Free Trade Unions; W. B. Beard, General Secretary, United Patternmakers' Association, and Sir Alfred Roberts, General Secretary, National Association of Card, Blowing and Ring Room Operatives, both representing the Trades Union Congress; and Joseph Beirne, President, Communications Workers of America, representing the AFL-CIO



### **Hans Gottfurcht**

Canadians were pioneers in voluntary and direct membership contributions while the Regional Activities Fund of the International Confederation of Free Trade Unions was in force and when the International Solidarity Fund of the ICFTU began. For a long time they were also the highest per capita contributors to the latter fund.

These facts were brought out in the address by Hans Gottfurcht, Assistant General Secretary of the ICFTU, who attended the convention as ICFTU fraternal delegate.

"Many of the ideas of directly relating the membership to the work of the ICFTU developed in Canada, and they have now been accepted by other national centres in carrying out the program and reaching the objective of the International Solidarity Fund of \$56,000,000 in three years," Mr. Gottfurcht continued.

International solidarity is not a new thing in the international labour movement, he pointed out. As an instance of this he referred to the way in which the Swedes had received financial help from several European countries, including Germany, during the general strike in Sweden in 1909; while 10 years later Germany had received help, a large share of which came from Sweden.

He emphasized the point, however, that the idea of charity has no place in the labour movement. Although our help might at present go most largely to help the labour movements in the less developed countries, no money can buy the loyalty, dedication and sacrifice with which trade unionists in those countries are working to build up their own organizations, not only in their own interests but "in the mutual interest of all of us".

Mr. Gottfurcht spoke of the need for helping workers in these under-developed countries to organize; and of the need also to give help in rebuilding their broken organizations to workers in those countries which had in recent years emerged from oppression.

"Only 25 per cent of the wage-earners of the free world are organized, and of that small percentage the largest part is to be found in Europe and North America. We should be able to double the membership of our International inside, say, the next 10 years," Mr. Gottfurcht said.

### **W. B. Beard, OBE**

A second fraternal delegate from the TUC was W. B. Beard, OBE, General Secretary of the United Patternmaker's

Association. During his address to the convention he remarked that "the imbalance in United Kingdom-Canada trade can not go on indefinitely".

### **Gordon Cushing**

Executive Vice President Gordon Cushing, whose appointment as an Assistant Deputy Minister of Labour had been announced prior to the convention (I.G., April, p. 341), spoke briefly to the delegates almost on the eve of assuming his new position.

He denied that he was "leaving" the labour movement, as some had described his change of jobs. "If it were necessary for me to sever my membership and close my relationship as a union member to qualify for the position I am to take, I would not have accepted," he said. "Certainly no stipulation or qualification of that kind is set out in my new terms of reference."

Mr. Cushing said he saw his new position as "a serving of Canadian workers, Canadian industry and Canadian public in a very slightly different capacity" than that in which he had served during the last 20 years. It was just as inconceivable to him for a department of labour to be without a few direct representatives of Labour as for a department of justice to be without lawyers or a department of health to be without doctors.

The retiring Executive Vice President paid tribute to M. M. Maclean, the man he succeeded in the Department.

Of his 20 years in the labour movement, by coincidence he had spent 8½ years as Secretary-Treasurer of the Calgary Labour Council and 8½ years as a national officer. But the most important period, he said, was the last five years, since December 7, 1953, when, as Secretary-Treasurer of the Trades and Labour Congress, he directed a letter to the Canadian Congress of Labour proposing closer relationships between the two organizations.

During his address, Mr. Cushing listed his service on behalf of Labour on such governmental agencies as the Unemployment Insurance Advisory Committee, Vocational Training Advisory Council, National Advisory Council on Rehabilitation of Disabled Persons, and the National Research Council.

When he had finished speaking, a motion of congratulations to him and of tribute to Mr. Maclean was made by John W. Bruce, veteran Plumbers' organizer; it passed unanimously.

## Other Speakers

### Dr. August R. Lindt

A strong plea in favour of some 40,000 non-settled refugees, of which 30,000 have lived in European camps for at least ten years, was made by Dr. August R. Lindt, United Nations High Commissioner for Refugees.

Dr. Lindt acknowledged that Canada was one of the nations that had played a foremost part in receiving refugees but added that all countries, all organizations, must share in the "camp clearance program" now underway, with its goal of settling 30,000 refugees by 1960. This will require \$7,500,000.

Describing the aim of the program as an effort to "make out of the refugee a fully integrated citizen," Dr. Lindt noted that refugees are an asset in that they bring new ideas, new horizons.

The High Commissioner insisted that there should not be any discrimination between the healthy and the unhealthy refugee, praising Sweden's gesture in deliberately selecting 1,000 active tuberculosis cases and 1,500 post-tuberculosis cases, with 6,500 dependents. "The majority of the sick are already cured (only 70 active cases remain in sanatoria) and their families have become entirely self-supporting in Sweden," he revealed.

Touching on the question of the Hungarian refugees—some 200,000 left Hungary, of whom 15,000 later returned—Dr. Lindt said that the problem was almost solved, there remaining some 8,000 Hungarian refugees in Austrian camps and 1,000 in Italian camps.

"Canada is the country that has accepted the highest proportion of Hungarian refugees," recalled the speaker.

Dr. Lindt also pointed out that it is not economically rational to keep refugees in camps. "It costs less to pay the transportation to Australia than to feed a person in camp for nine months," he said.

### Ralph Staples

The President of the Co-operative Union of Canada, Ralph Staples, addressed the convention briefly to outline the structure and function of the Canadian co-operative movement.

He explained that co-operatives are dedicated to providing services at cost.

In 1956, the Co-operative Union of Canada numbered 1,500,000 members in 2,700 co-operatives. There were also 4,000 credit unions with more than two million members.

### James Patterson

James Patterson, Chairman of the Farmer-Labour Co-ordinating Council and President of the Interprovincial Farm Union



—Portugal & Ayers, Winnipeg

Gordon Cushing (left), who at the time of the convention was CLC Executive Vice President but has since become an Assistant Deputy Minister in the Department of Labour, enjoys a joke with the Honourable Michael Starr, Minister of Labour

Council, declared that there was no reason why Canadian consumers could not pay growers "a price that will permit him to live". Lacking such returns, farmers had to seek subsidies.

Canadian farming was an efficient industry that could produce the cheapest food in the world, he said, but maximum efficiency could not be achieved as long as growers were penalized by excessive prices created by subsidization of industry.

While workers have increased their total expenditure on food, the percentage of disposable income spent for food had declined 2.4 per cent and, at the same time, the producers' share of the consumer dollar was reduced by about 6 per cent, Mr. Patterson said.

### International Affairs

The Congress adopted, at its Wednesday evening session, a comprehensive international affairs platform calling for the resumption of disarmament negotiations, the solution of unresolved international issues, the strengthening of a defensive shield against aggression and a \$200-million annual contribution to the United Nations economic development program.

The policy statement was a substitute for 13 resolutions.

The delegates also approved another substitute resolution whereby the Congress pledged to contribute a minimum of \$100,000 to the International Solidarity Fund for the three-year period ending December 31, 1960. This pledge, which also reiterated the CLC's full support to the International Confederation of Free Trade Unions, was adopted unanimously.

The meeting also called upon the Executive Council to "continue to make representations to the Government of Canada urging that additional labour attachés be appointed".

In its 1,400-word statement on international affairs, the Congress pointed out that "the very existence of our civilization depends on world peace".

It therefore urged the Government to take immediate measures towards the following objectives:

1. An effective ban on the testing and production of thermonuclear weapons and the eventual destruction of existing stock-piles.

2. Effective international control and inspection to implement this policy.

3. An international agreement on the regulation and control of outer-space travel.

4. Disarmament in the field of conventional weapons.

At the same time, however, the Congress urged the Canadian Government to continue its policy of "strengthening our defensive shield against aggression, to support the North Atlantic Treaty Organization".

The delegates expressed the opinion that Canadians "could well afford to spend a larger share of their national income to aid the less developed nations" and therefore suggested that Canada should spend "at least two hundred million dollars a year as our contribution to the Colombo Plan, United Nations Technical Assistance Program and other economic development projects of the United Nations".

The Executive Council's substitute resolution also drew attention to a number of still unresolved international issues. It urged that Canada work towards the following objectives:

1. Reunification of Germany on the basis of genuinely free elections and the right of a freely elected all-German Government to follow a foreign policy of its own choosing.

2. Peace between Israel and the Arab States on the basis of the territorial integrity of Israel, the lifting of the economic blockade, a just and lasting settlement of the refugee problem and substantial assistance to the economic development of the Middle Eastern States and the living standards of the Arabs.

3. Diplomatic recognition of Communist China and the reunification of Korea and Viet Nam on the basis of genuinely democratic elections, free from Communist interference and terror.

4. The right of self-determination for all colonial peoples.

The international affairs committee, chaired by S. M. Hodgson, International Woodworkers of America, Vancouver, had words of praise for the director of the Department of International Affairs, Kalmen Kaplansky.

Only seven delegates spoke on the subject and a mere handful voted against the resolution.

Max Federman, Toronto and District Labour Council, pointed out that the AFL-CIO is against recognition of Communist China and expressed the fear that this would create a breach between Canada and the United States. He also argued that recognition of Red China would strengthen the Soviet block in the United Nations and would contribute to the abolition of free trade unions in China.

Horace Brown, National Union of Public Employees, Toronto, wanted a ban on slave labour included in the resolution.

A resolution calling for the fraternal exchange of trade union representatives between Canada and the Soviet Union was referred to the Executive Council when time ran out on the international affairs committee. The committee, however, was recommended non-concurrence in the resolution because trade unions in the Soviet Union do not enjoy freely chosen representatives and also because it ran contrary to the attitude of the ICFTU.

### Taxation

Increased exemptions from income tax were sought in a resolution substituted by the Legislation Committee for 13 proposed by affiliated unions. The substitute was adopted.

It suggested changes in the Income Tax Act to provide that:

1. personal exemptions be raised to \$3,000 for married and \$1,500 for single persons;

2. exemptions for dependent children be increased to \$500;

3. all medical, dental, optical and hospital expenses, including the cost of drugs, be allowed as deductions;

4. the cost of, or allowances for, purchases of workers' equipment and protective clothing be exempt from taxes; and

5. travel and living allowances paid to or by workers required to work and live away from home be exempt.

Three resolutions on taxation were defeated on the recommendation of the Committee. One would have asked exemption of overtime pay received by workers in the fish processing industry when they were required to work overtime to prevent spoilage of fish. Another would have sought exemption from tax of salary or indemnity paid to a worker during absence from work because of illness or accident. The third would have urged that employers be made to provide income tax slips before January 15 each year.

A resolution seeking reduction of excise taxes and elimination of the sales tax on beer was referred to the incoming executive.

### Immigration

Seven resolutions on immigration were combined into a six-point substitute motion that was adopted after a brief discussion. The adopted resolution called on the Government to:

1. transfer immigration to the Department of Labour;

2. set up an Immigration Advisory Committee, on which Labour would be represented, to recommend changes in legislation, administration and policy;

3. ensure that immigration is planned to maintain full employment and protect standard wages and working conditions;

4. provide full and up-to-date information on employment, working conditions and unions to immigration officers abroad, and "make sure they use it";

5. make sure that employers do not import workers to undercut present working conditions;

6. abolish all discrimination based on race, creed or colour.

Speakers in the discussion on the resolution asserted that employers in the construction industry were using immigrants to undercut wages; that immigration officers were by-passing the National Employment Service; that immigrants were being hired on jobs where union tradesmen were being laid off; and that immigration was one of the roots of the unemployment problem.

### Legislation

Without debate, the convention adopted a blanket resolution calling for an integrated national social security plan.

The resolution, put forward by the Saskatchewan Federation of Labour and standing for two others, asked for "inclusive protection for Canadians during periods requiring medical, hospital and institutional care, as well as adequate benefits payable for family allowances, to the unemployed, the sick, the disabled, the handicapped, needy mothers and widows, and our senior citizens".

### Wages and Hours

The Congress went on record as favouring substantial wage increases, a national wage minimum of \$1.25 an hour, as well as the five-day, 30-hour week.

The convention supported unions currently seeking wage increases, stating that such increases will provide additional purchasing power and will alleviate, in part, the unemployment situation.

At the same time, the convention adopted a resolution urging the federal Government to establish a national minimum wage of \$1.25 an hour and calling for a conference with the provinces to establish such a minimum.

The Congress also supported a progressive reduction of the standard work-week without reduction in take-home pay, through both legislation and collective bargaining.

Pleas that attempts to obtain wage increases should receive more than lip service on the part of organized labour were voiced by a number of speakers.

M. Mathias, United Automobile Workers, Windsor, stated that wage increases, at this

time, are "essentially necessary". Harry Weisglass, Assistant Research Director of the United Steelworkers of America, saw in higher wages "one of the most effective ways of alleviating unemployment".

The legislative committee's original resolution on the standard work-week was turned down and referred back by the convention because it did not specifically mention the six-hour day and five-day week.

### **Federal Labour Code**

The convention adopted two resolutions calling for an extension of federal jurisdiction in labour matters.

The first urged the federal Government to "declare inter-provincial industries, of nation-wide scope and importance, works for the general advantage of Canada" so bringing them under the exclusive jurisdiction of Parliament and within the purview of the Industrial Relations and Disputes Investigation Act. At the same time, this resolution urged the Government to grant collective bargaining rights to all federal government employees.

The second resolution called for the extension of the Federal Labour Code to the shipbuilding and ship repair industry, as was the case during the war under the "Wartime Wage Control Order".

A resolution submitted jointly by 11 lodges of the Brotherhood of Locomotive Firemen and Enginemen instructed the CLC to petition the federal Government, and provincial federations of labour to petition provincial governments, to amend their labour legislation to provide that "except with the consent of the bargaining agent, no employee shall be required by his employer to cross a picket line" and that "no employer shall dismiss or discipline an employee for refusing to cross a picket line".

### **Picketing and Injunctions**

Five resolutions dealing with peaceful picketing and with injunctions in labour disputes were considered by the legislative committee and streamlined into one substitute resolution. This resolution, however, was referred back to the incoming Executive Committee so that a competent study may be made of these matters by legal counsel, and, in time, representations made to the Government.

The resolution notes a tendency on the part of employers to institute criminal actions before federal courts, particularly against union representatives, where such matters were normally processed on a civil law basis or through the Department of Labour, and objects to a situation whereby

union representatives are "made to appear as criminals in the eyes of the public during a labour dispute".

The resolution protests against the processing of labour disputes in the criminal courts and seeks an amendment to Article 21 of the Criminal Code, as follows:

No person commits an offense by reason only that he directs or participates in any peaceful picketing or carries out any other licit activity in the normal course of the exercise of his duties as a representative or member of a lawful trade union or of a lawful association or combination of workmen or employees formed for the purpose of advancing, in a lawful manner, their interests and organized for their protection in the regulation of wages and conditions of work.

### **Use of Canadian Goods**

In an effort to promote Canadian-made goods, the convention adopted a resolution recommending that all affiliates of the CLC urge the various levels of government to specify, in the letting of contracts, the purchasing of goods and the hiring of labour, "that Canadian union-made goods be given preference, and that union wages and union working conditions prevail".

The original resolution put forward by the legislative committee was referred back to the Committee because it was felt that the words "subject to reasonable safeguards in the public interest" provided too much of an escape.

### **Radio and Television**

The Congress passed a resolution urging the Government of Canada to take measures to "assure the sound expansion and development of radio and television broadcasting in Canada by implementing the report of the Fowler Royal Commission". It also reiterated its opinion that the CBC should "be retained in the dominant and controlling position in national radio and television broadcasting in the interests of the general public".

### **Social Security**

The convention's social security committee, chaired by W. G. Davies, Saskatchewan Federation of Labour, had 92 resolutions referred to it but time ran out before it could report to the convention.

In its report, referred to the incoming executive, the Committee made a number of recommendations for "an improved social security system for the people of Canada," from private pension plans and changes to the Unemployment Insurance Act, to an overhaul of old age security provisions.

### **Health Plan**

From eleven resolutions advocating a comprehensive health plan, the committee urged that the CLC "recommend to the

federal Government the implementation of a comprehensive program of health care, including preventive and diagnostic, as well as curative and rehabilitative services, by physicians, surgeons, dentists and other specialists and other agencies, through a nation-wide scheme of health insurance".

At the same time, the committee referred to provincial federations in those provinces that have not yet introduced provincial hospital insurance schemes or have not yet indicated their intention of doing so a recommendation that "all provinces accept the federal proposal for a joint financing of a nation-wide scheme of hospital care and diagnostic treatment".

#### **Aged, Blind, Disabled**

Inspired by 14 resolutions dealing with social security for the aged, the blind and the disabled, the Congress will urge:

—Reduction in the age for eligibility for old age security from 70 to 65.

—An increase in old age security payments to \$75 a month without a means test.

—The provision, where necessary, of adequate housing for recipients of old age security.

—Provision of medical and dental services and drugs to recipients of old age security without cost to them.

—Establishment of pensions for the blind commensurate with a decent standard of living and without a means test.

—Modification of regulations defining total disability so as to make eligibility for disability pensions more accessible.

At the same time, the CLC will urge the establishment of a national scheme of old age security which would, among other things, contain the following features:

(a) Be contributed to by both employers and employees, though not necessarily in equal proportions, with appropriate arrangements to enable the self-employed to participate, supplemented by tax revenues to the extent necessary to provide adequate pensions;

(b) Establish and maintain an employee's equity in the scheme regardless of any changes in employment during his working life;

(c) Relate benefits to highest earnings during a reasonable period preceding retirement;

(d) Provide against loss of purchasing power of old age benefits as a result of inflation;

(e) Include survivor's benefits;

(f) A minimum pension sufficient for a minimum health and decency standard of living where the accrued pension falls short of satisfying such a standard; and

(g) The integration with, supplementation of or substitution for private pension schemes, whichever arrangement will work out to the best advantage of the beneficiary.

#### **Family Allowances**

On family allowances, the CLC's stand favours increases to a point where "the original buying power will be restored". It also requests the payment to the age of 20 years, where children are attending school or college.

#### **Private Pensions Plans**

Private pension plans, according to the committee after study of 10 resolutions on the matter, should be required to satisfy the following standards:

1. Full and immediate vesting of the employer's as well as the employee contributions;

2. Benefits satisfying proper standards of adequacy before tax relief may be had by the employer;

3. Guaranteed benefits;

4. Complete transferability of pension rights during the working life of the beneficiary;

5. Benefits no less generous than those obtainable from any public wage-related contributory system;

6. Adequate disability retirement benefits;

7. Minimum standards of stability of pension funds, administration costs, etc., under government regulation and supervision;

8. Full disclosure of pension operations to all affected parties, including the union or unions of the employees; and

9. Adequate union representation in the administration and review of such plans.

#### **Unemployment Insurance Act**

The Unemployment Insurance Act, in the eyes of the social security committee, continues to be "one of the main pieces of social security legislation affecting the workers of Canada". Proof of this can be found in the 47 resolutions submitted on the subject.

Among the major changes sought in the Act or in regulations pertaining to the Act are:

1. Extension of coverage to cover all wage and salary earners regardless of the nature of their employment and more particularly and without further delay the employees of non-profit-making hospitals and charitable institutions;

2. The removal of the present \$4,800 ceiling on insurability of salary earners and the substitution of a substantially higher ceiling;

3. The establishment of benefit rates at not less than two thirds of former earnings and the establishment of at least two new insurance classes;

4. Restoration of the 51-week maximum benefit period;

5. Elimination of the waiting period;

6. Elimination of the present section 45 (2) and its replacement by a less onerous provision;

7. The deletion of section 67 (1) (c) (iv) of the Act under which married women's regulation may still be introduced;

8. The elimination of the anomalies in regard to benefit during illness whereby benefit would be available if and as soon as employment was lost due to illness;

9. A modification of the disqualification resulting from unemployment due to a stoppage of work whereby such disqualification would not result if the stoppage is a lockout imposed by the employer, or if the unemployment is due to a refusal to cross a picket line, or if the strike is the result of the failure of an employer to observe a status affecting conditions of employment, to conform to a collective agreement or to implement an arbitration award;

10. Prohibition of referrals to struck plants;

11. Restoration of dependency status for dependents residing outside Canada or the United States;

12. Reduction of the maximum period of disqualification from six to four weeks.

The Congress will also seek, through the Unemployment Insurance Commission and the Unemployment Insurance Advisory Committee, "a critical appraisal" of the present Act as compared with the Act before 1955.

### **Workmen's Compensation**

One of the resolutions referred to the incoming executive would have provided for:

Concerted action by the Congress and its provincial federations to get certain provinces to adjust the permissible percentage of disability pension for Workmen's Compensation Board cases in which accidents occurred when wages were lower than they are today, and to adjust the amount of pension to compensate for the increase in the cost of living.

### **Human Rights**

The Congress, through its committee on human rights, has pledged its support to the maintenance and expansion of freedom in Canada and has reiterated its resolve to seek a Bill of Rights.



—Newton, Ottawa

**Carl E. Berg, MBE**

**His Last Convention**

The committee, chaired by David Orlikow, International Typographical Union, Winnipeg, did not report to the convention before adjournment; its recommendations were referred to the incoming executive.

In a substitute resolution, for eight submitted on that subject, the committee urged the CLC to "pledge its active support to the maintenance and expansion of freedom in our country and to combat any encroachment of such freedom which constitutes a threat to our civil liberties".

Reviewing anti-discrimination legislation, the committee noted that four provinces, Quebec, Alberta, Prince Edward Island and Newfoundland, had not yet enacted protective legislation against discrimination.

The committee charged that "some of the discriminatory features of Canada's Immigration Act remain a blot on our basic democratic traditions". It also drew attention to what it called the "treatment of our native Indian and Eskimo populations as second-class citizens".

The report of the committee urged the Department of Labour to appoint a citizen's advisory committee for the Canada Fair Employment Practices Act and further urged that the Department make a survey of racial and religious discrimination in employment in Canada so that the law "can be applied where it is needed".

### **Government Employees**

The convention's government employees committee, to which 24 resolutions were referred, did not bring its report before the delegates.

Proposals contained in the 24 resolutions ranged from a recommendation that the CLC strive to obtain bargaining rights for federal civil servants to a suggestion that the Congress seek the adoption of the 35-hour week for administrative staffs in the government service.

There were specific requests concerning prevailing rate employees, firefighters employed by the Department of National Defence, seamen employed on government vessels, and postal employees. Other resolutions requested a government contribution of at least 50 per cent to group hospital-medical coverage for civil servants, a change in the basis of computing superannuation and dependents' pensions, the adoption of highway post offices, and the restoration of twice-daily mail deliveries.

### Education

The convention education committee was unable to present its report to the delegates because of lack of time.

In the report, copies of which were distributed to the press, the committee said it believed that the aim of education in the trade union movement was "to create a fundamental understanding of our society and economy and to train union members to carry out their union responsibilities more effectively".

In place of the 11 resolutions referred to it, the committee recommended adoption of three substitutes. The first would have asked the federal Government to:

—Give sufficient financial assistance to the provinces for education at all levels from grade school to university.

—Call a dominion-provincial conference on education.

—Implement a far-reaching program of scholarships.

—Establish advanced technical institutes in all major industrial centres.

—Institute an extension of teacher-training programs and take measures to make the teaching profession attractive to a sufficient number of men and women of the right calibre. It was suggested that these measures include "adequate salary schedules".

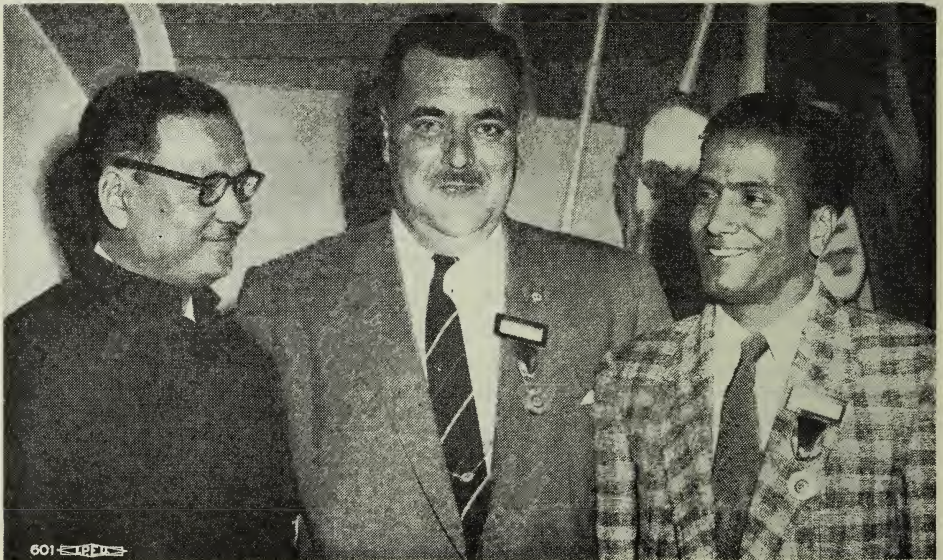
—Give financial assistance to a school construction program to provide enough classrooms.

The other two substitutes would have:

—Urged the Congress to move "with all possible speed" towards the establishment of a Trade Union Training College.

—Instructed the Congress to provide further means of inculcating union members with the importance of buying articles that bear the union label, and patronizing services or firms whose employees are organized.

—Instructed the officers of the Congress to make certain that a "full, comprehensive and objective history of the Canadian labour movement is written".



—Portugal & Ayers, Winnipeg

Two Indian trade unionists studying the Canadian labour movement on Colombo Plan scholarships visited the convention before returning to their homes. Pictured with CLC President Jodoin are Chandara Saikia (left) and Doreswamy Venkatesh.



## Other Resolutions Adopted

The convention adopted a resolution that, alleging that the Committee for Economic Rights and Freedom had been established to promote "right-to-work" legislation in Canada, called on the CLC executive to make an "immediate investigation into the anti-labour union activities" of the Committee and to resist attempts by the organization "to lessen or restrict labour unions' rights and freedoms".

Other resolutions adopted by the convention:

—Pledged support for the campaign of farm organizations for parity prices.

—Urged the Government to establish a price support program based on 100 per cent of parity on all agricultural products produced and consumed in Canada.

—Asked the Government to barter or accept foreign currencies in payment for Canadian farm produce.

## Resolutions Left to Executive

More than half the 425 resolutions submitted by affiliated unions had not been placed before the delegates when the convention suddenly adjourned. They were referred to the incoming executive.

In addition to those remaining resolutions described in the reports of convention committees, there were resolutions among those left untouched that would have:

—Called upon the federal Government to strengthen the anti-combines legislation, particularly through the lifting of the \$10,000 maximum fine.

—Declared the CLC to be in favour of "a purely Canadian flag".

The decision of his government to set up a separate ministry of Labour when the Cabinet is reorganized was announced by Premier D. L. Campbell of Manitoba in his address of welcome to the delegates. This had been requested by organized labour in the province, he reminded the delegates.

On June 9, F. L. Jobin, formerly Minister of Industry and Commerce, was installed as the province's first full-time Minister of Labour.

—Required all local, national or international union officials to retire at 65 years if they are eligible for an adequate pension.

—Pressed the Government of Canada "to investigate the exorbitant cost of mortuary services".

—Asked for an investigation into the "plight" of the Corps of Commissionaires.

—Arranged for a yearly meeting of trade union leaders to discuss wage and contract demands, "with a view to establishing a pattern in negotiations".

—Sought to have affiliated national and international unions require their locals to become affiliated with local labour councils and provincial federations chartered by the CLC.

The resolutions committee, in its report, recommended rejection of a proposal that an officer of a provincial federation could not hold office in a labour council, or vice versa. The resolution would have made this rule apply to CLC officers as well. The committee's recommendation was not placed before the convention and was not voted on.

# Union Label Trades Department Convention

At the first convention of the CLC Union Label Trades Department since the merger of the TLC and CCL, the 124 delegates present approved the setting up of an Executive Committee consisting of the president, the secretary-treasurer and two vice presidents.

This constitutional change was necessary in order to overcome the difficulty in maintaining communication between the Executive Board, the executive and the headquarters of the Department that arose because conventions are now held only every two years. It was pointed out that attendance at the Union Label convention was dependent upon attendance at the CLC Convention, which is held biennially.

One of the new vice presidents will represent the region west of Ontario and the other the region east of Ontario. The region served by the President has no vice president on the Executive Committee.

The convention was held in Winnipeg on April 20, under the chairmanship of Stan Clair, President of the Department. In his opening remarks Mr. Clair expressed the opinion that the union label effectively served its purpose with trade unionists and with the public generally.

The Secretary-Treasurer, Thomas B. Ward, in his report stated that in the past two years the number of affiliated and chartered members of the Department had

increased by 50 per cent. Mr. Ward presented and described the new union label directory which will shortly be distributed across the country to serve as the basis of a buyer's guide. Compilation of the directory had been decided on at the previous convention.

R. C. McCutchan, Retail Clerks International Association, Winnipeg, said that a pocket directory which could be carried by individual members would have been more useful as a buyer's guide than the one prepared, which of necessity would have to be kept at local union headquarters.

The convention approved a constitutional change which authorized local and provincial Union Label Leagues and Councils to accept as affiliates women's auxiliaries of organizations affiliated with the Union Label Trades Department.

At the election of officers, Stan Clair, Amalgamated Clothing Workers, Windsor, was re-elected President, and Thomas B. Ward, Canadian Labour Congress, Ottawa, re-elected Secretary Treasurer. Mrs. Josephine Hallock, Office Employees' International Union, Vancouver, and Rene Rondou, Tobacco Workers' International Union, Montreal, were named Vice Presidents.

The five regional vice presidents elected were: Atlantic Provinces—Donald Cudmore, International Association of Machinists, Moncton; Quebec—David Phillips, Amalgamated Clothing Workers, Montreal; Ontario—Saul Fagan, United Hatters, Cap and Millinery Workers, Toronto; Prairies—Mrs. Emily Ross, United Garment Workers, Edmonton; and British Columbia—David Wade, Retail Clerks International Association, Vancouver.

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## 9th Meeting, Apprenticeship Training Advisory Committee

Eight provinces will give identical examinations next year in motor vehicle repair trade, first step towards co-operative development of nation-wide standards of attainment in designated trades, meeting told

A project, intended to be an exploratory step in the direction of co-operatively developing nation-wide standards of attainment in designated trades, was outlined at the ninth meeting of the Apprenticeship Training Advisory Committee, held in Ottawa on April 29 and 30.

In 1959, for the first time in Canada's history, the eight provinces in Canada that have signed apprenticeship agreements with the federal Department of Labour will give identical examinations for graduating apprentices in the motor vehicle repair trade. Until this time each province has given its own examination to graduating apprentices in this trade, with the result that the certificates issued were not always recognized in all provinces.

Those apprentices completing their apprenticeship in the motor vehicle repair trade in 1959 who successfully pass the examination will be issued with certificates attesting to a standard of competence which will be recognized by other provinces. All provinces except Quebec and Prince Edward Island have signed apprenticeship agreements with the federal Department of Labour, under which the federal

Government shares in the financing of apprentice training. This examination will apply to only one trade, but it was hoped that it would pave the way for similar arrangements to be made in other trades.

S. R. Ross, Supervisor of Trade Training, Department of Labour, outlined the plan. He stated that the British Columbia Department of Labour is preparing an examination which the Directors of Apprenticeship have recommended for use in a country-wide trial of uniform completion examinations in the motor vehicle repair trade.

For the past few years efforts to bring about recognized standards of competence in various trades have started with the analysis of several trades. These analyses have been prepared by special committees of experts as a basis for the standardization of training. After completion, each analysis has been sent to the various provinces for study, comments or approval. Seven trades, including the motor vehicle repair trade, have been completed to date. The analysis of the motor vehicle repair trade has been used as a basis for the new standard examination.

Each province will mark its own papers according to a key supplied by British Columbia so that all marking will be standardized. In successive years the final examination for apprentices in the motor vehicle repair trade will be prepared by each province in turn.

The examination will be of the objective type, and copies of it will be in the hands of all Directors of Apprenticeship in January 1959.

Three objectives must be sought in the examination, the delegates agreed: proof of competence as a journeyman, revelation of deficiencies in the training of individual apprentices in order to show where they need extra attention, and testing of the quality of instruction and a measure of the effectiveness of training.

### **Delegates**

Representatives of organized labour, industry, and provincial and federal Governments interested in apprenticeship and vocational training attended the conference, held under the chairmanship of Herbert C. Nicholls, a Toronto contractor who is Chairman of the Canadian Construction Association's apprenticeship committee. They were welcomed by Labour Minister Michael Starr and Deputy Minister of Labour Arthur H. Brown.

In his brief remarks, Mr. Starr referred to a current tendency of many young people "to neglect the opportunities offered by apprenticeship and to search, instead, for highly paid jobs". He felt it was a duty of all concerned to restore public faith in apprenticeship as the ideal way to learn a trade. He made mention of the skilled manpower survey being conducted by the Department and the teacher training program. He also complimented the Committee on the valuable work it is doing.

Plans for strengthening the Committee through conferring on it greater independence and responsibility were outlined by Deputy Labour Minister A. H. Brown.

Mr. Brown spoke at length on the impending retirement of A. W. Crawford, Director, Vocational Training Branch, Department of Labour, citing the more than 40 years of valuable service he had given to vocational training. He noted that Mr. Crawford would be succeeded in the post by C. R. Ford, Assistant Director of the Branch.

### **Apprenticeship Training**

Standardization of apprenticeship training and certificates of qualification were discussed at length by the delegates, and

there was general agreement that organized apprenticeship, which combines classroom training with on-the-job training, is still the most effective means of producing skilled tradesmen.

In a discussion on the advantages and disadvantages of pre-apprentice and pre-employment training, some delegates felt that pre-employment training in a school or other centre provides a better method of selecting apprentices, and that boys with such training were more acceptable to employers. Such training also gave trainees a chance to test a trade and see whether or not they like it or are adapted to it.

The system also had some disadvantages: training classes are more expensive and apprentices are not able to earn any money during the classroom phase of training; and there is difficulty in deciding the credits that should be allowed for such training.

### **Dropouts from Classes**

Dropouts from classes were discussed. S. R. Ross felt some of these resulted from apprentices' being placed with journeymen not capable of teaching properly, or who had some trait unpleasant to the apprentice.

L. J. Sparrow, Supervisor of Apprentices, Canadian General Electric Company, pointed out that some journeymen engaged in training apprentices are employed at piece-work, and manufacturers should make concessions in such cases so the men could instruct without loss to themselves.

Herbert Cocker, Vice President of McKay-Cocker Construction Limited, was quick to endorse a suggestion in a report made by S. R. Ross to the effect that the Canadian Construction Association might now like to do something for apprentices similar to its offer of scholarships for engineers. The matter will be considered.

### **Specialization**

Specialization in trades brought out opinions for and against the trend. G. H. Simmons, Director of Apprenticeship, Ontario Department of Labour, and J. P. White, Director of Apprenticeship, Alberta Department of Labour, were opposed to any suggestion that certification be given to workers trained in only one phase of a trade because such a practice would destroy the skilled trades.

They thought that, as in the medical profession, where the student must qualify as an M.D. before specializing as a surgeon or psychiatrist, trades trainees should

pass through the broad basic training of apprenticeship before narrowing their efforts to engaging in a single field.

L. J. Sparrow pointed out that we are facing an age of specialization whether we like it or not, particularly in manufacturing, and noted that with increasing competition in industry, costs involved make it impossible to train an apprentice fully in order to qualify him in a single line of work.

A. W. Crawford emphasized that regardless of opinions on specialization it was a growing trend and consequently could not be ignored. A shop full of specialists will not be a suitable place to give young people all-round training necessary for apprentices and that serious consideration must be given to finding practical means to provide such training.

The Chairman, Herbert Nicholls, urged all members of the Committee to give serious consideration to the problems arising out of specialization in some trades.

#### Other Reports

The delegates were given a brief description of apprenticeship training in West Germany. As an indication of the import-

ance to Canada of apprenticeship training in West Germany, it was pointed out that during 1956, Canada received from that country: 595 bricklayers, 676 carpenters, 368 electricians, 369 painters, 42 plasterers, 228 plumbers, 58 sheetmetal workers and 384 motor vehicle repairmen. Apprentice training in West Germany consists of five eight-hour days a week of on-the-job training, plus eight hours a week in school for every apprentice.

Dr. W. R. Dymond, Director of the Economics and Research Branch, Department of Labour, and Philip Cohen of the same Branch reported and commented on progress in three divisions of the Survey of Skilled Manpower.

In this latter connection, Dr. G. V. Haythorne, Assistant Deputy Minister of Labour, said that the committee working on the survey was considering examination of some of the building trades, and he would be interested in having some advice from the Apprenticeship Training Advisory Committee about which trades should be examined, methods of conducting the examination and presentation of results obtained.

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## Canadian Construction Association Submits Annual Brief to Cabinet

Points out that federal Government has great influence on construction industry's operations and that any sizeable reduction in its volume affects not only the industry itself but also the general public

Three quarters of the resolutions and statements adopted at the annual convention of the Canadian Construction Association were addressed, at least in part, to the federal Government, indicating "the great influence that it has on the industry's operations," it is noted in the group's annual brief submitted to the federal Cabinet on May 8.

"This influence is not only direct through expenditures on worthwhile public projects, but also indirect through legislation and decisions which affect the larger volume of 'private works'."

The brief notes that so much of the Canadian economy relies on the country's construction programs that any sizeable reduction in its volume "not only affects the industry itself, but also the general public".

In the years since the Second World War a new record in the physical construction volume has been created in each consecutive year, the brief asserts, and adds: "The recent 'Investment Forecast' issued by the Department of Trade and Commerce indicates that the 1958 volume will amount to approximately \$7.1 billion. In terms of employment this program will require more than 600,000 Canadians in construction operations and will give employment to an even greater number of people in manufacturing, transporting and merchandising the \$3½ billions of materials and equipment required."

It was emphasized in the 1958 brief that in previous years the CCA submissions to the Government had stressed that the original intent of the National Housing Act—enabling people with modest incomes

to own their own homes—was not being realized. In this connection, CCA suggests that it should sponsor a high-level conference with representation from the Government, finance, research and the design professions to discuss ways and means of increasing the opportunities for the under-\$5,000-a-year group to obtain improved housing, with emphasis on home ownership.

“The development of a home-ownership market for those with modest incomes is not only very desirable in the social sense, but will also be one of the main factors in the maintenance of a high volume of residential construction, which in itself is so important to the Canadian economy,” the CCA suggests.

In labour matters, the CCA brief notes that the Association “would like to record again its appreciation” of the efforts of the federal Department of Labour to expand the apprenticeship and vocational training program and to increase the volume of wintertime construction and employment.

“The Association has noted increasing interest in apprenticeship and related types of training by members of the industry and is optimistic concerning further expansion in this training program. The CCA has also continued to stress the special responsibility of employers in assisting in our industrial education programs, both in the provision of opportunities for on-site training and assistance to our schools...”

Problems have arisen in recent times in connection with the schedules of wage rates and hours of labour included in the tendering documents for federal projects. In many cases these provisions have conflicted with provincial requirements. Then again, these schedules may be replaced by new schedules during the life of the contract and there have been a number of occasions when revised lists have been issued even before work on the project has commenced. No compensation is allowed to contractors for the extra costs involved. While members of the Association support the view that fair working conditions should be required on

all federal projects, the arbitrary and unfair fashion in which they have at times been established is in the Association's opinion unwarranted in the light of the “preponderant” local rates and normal work-weeks. Agreement by the Department to give advance warning of intentions to increase wage rates in “fair wage” schedules above those normally paid in the area is noted but we recommend that the schedules adhere to prevailing rates, hours of work and conditions of labour that are in effect in the locality concerned at the time of the awarding of the contract or as later established by negotiation. Consultation with employers concerning proposed schedule amendments on long-term jobs in unorganized areas is respectfully requested.

Concluding its remarks on labour matters, the CCA notes in its brief that “the Association and its affiliates have been active in recent months in submitting detailed briefs concerning provincial labour relations legislation, under whose jurisdiction falls most of the construction operations in the country.

“This activity has served to delay the presentation of a brief in response to the federal Minister of Labour's (Hon. Michael Starr) invitation to submit recommended changes to the Industrial Relations and Disputes Investigation Act and the Labour and Conciliation Act (federal Labour Code). It is believed that the outcome of the reviews and hearings on the provincial level will be helpful in preparing our brief on the federal Labour Code...”

It was also noted in the brief that it is essential that joint action by federal and provincial governments in Canada's road-building programs continue on a permanent basis.

Pointing out that both CLC and CCCL construction union representatives sit down side by side during labour-management meetings in Montreal, the CCA urged re-establishment of the National Joint Conference Board, giving representation on a national basis to construction trade unions.

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## U.S. Unions Not Opposed to Technological Change—AFL-CIO

U.S. unions are not opposed to technological improvements. Rather, they co-operate with management efforts in this area, according to the AFL-CIO Collective Bargaining Report for April and May.

The unions, however, want workers to get wage increases to provide a fair share of the benefits of increased technology; are concerned about how technological change is introduced; want management-union consideration of possible adverse effects of automation on workers; believe management has a “positive responsibility” to soften the impact of new technological methods on its workers.

# Railway Brotherhoods Submit Brief

National Legislative Committee requests increased old age pensions, higher family allowances and improved unemployment insurance benefits

Increased pensions for the aged, higher family allowances and better benefits for the unemployed were among requests made by the National Legislative Committee of the International Railway Brotherhoods in a brief submitted to the Government May 1.

The press was not permitted to attend the presentation but it was learned later that the delegation was pleased with the "fine reception" it received.

The brief commended the Government for its 1957 amendments to the Old Age Security Act and the Old Age Assistance Act, but indicated its sponsors felt that further amendments were necessary to provide still greater assistance. The Old Age Security Act should be amended to provide a pension of \$65 monthly at age 65, and the Old Age Assistance Act should be amended to provide an allowance of \$65 monthly, with the age requirement for women lowered to age 60, the brief urged.

A new scale of family allowances was suggested as follows:

\$10 for each child under six years of age.

\$11 for each child over six and under 10 years of age.

\$12 for each child over 10 and under 13 years of age.

\$13 for each child over 13 and under 16 years of age, which payment should continue up to 18 years of age for a child who is attending school.

The Brotherhood, in its brief, commended the Government for extending benefits of the Unemployment Assistance Act during the last session of Parliament, but contended that the Unemployment Insurance Fund had reached a point where still greater benefits should be given, and suggested further amendments to provide:

- (i) Maximum benefits of at least two thirds of the former earnings;
- (ii) The elimination of the waiting period;
- (iii) Union workers who refuse to cross another union's picket lines be not disqualified for benefits;
- (iv) Coverage of insured workers who are unemployed because of illness.

It was suggested in the brief that disabled persons be given \$65 a month instead of \$55, and that the qualifying age be reduced from 18 years to 16. The Brotherhood viewed "with alarm" the reluctance of employers to take on workers between the ages of 40 and 65. The Brotherhood

was pleased to note that in his Labour Day message, Labour Minister Starr recognized the importance of rehabilitation and employment of the disabled.

The Committee believed that the Immigration Act should receive general revision and its administration altered. The most important administrative change suggested was that the administration be placed under the Minister of Labour because the Department of Labour is "the best informed department as to the needs for additional labour forces in the country" and therefore best able to decide how many immigrants should be admitted.

The brief also recommended:

Tax exemptions of \$1,500 for single and \$3,000 for married persons; formation by the Government of a tripartite committee to study automation; elimination and protection of level crossings; continuation of the public ownership and government control of radio broadcasting and telecasting under the trusteeship of the Canadian Broadcasting Corporation.

It was noted that in response to an invitation from the Minister of Labour, a separate submission had been made to his Department suggesting revisions to the Industrial Relations and Disputes Investigation Act, because it had been found upon close examination that "due to peculiar conditions applicable to the railway industry, the present Act is not wholly adequate, and the need for specific legislation is apparent".

In conclusion, the brief urged that all governments should recognize the principle of appointing a labour representative to public bodies, boards and commissions, since "surely there is no other person more familiar with the needs and views of the worker than his elected representative in the trade union movement..."

The delegation consisted of A. H. Balch, Brotherhood of Railroad Trainmen, Chairman of the National Legislative Committee; H. E. Campbell, Assistant Grand Chief Engineer, Brotherhood of Locomotive Engineers, Committee Secretary; A. A. Hutchinson, Order of Railroad Telegraphers, Vice Chairman of Committee; J. G. McLean, Brotherhood of Locomotive Firemen and Enginemen; J. A. Huneault, Brotherhood of Maintenance of Way Employees; and H. A. Stockdale, Brotherhood of Railroad Signalmen of America.

# 3rd Annual Labour-Management Conference

"Union-Management Agreements" discussion topic at this year's meeting, sponsored by McGill University, Canadian and Catholic Confederation of Labour, Quebec Federation of Labour, and Montreal Board of Trade

Pitfalls that develop in union-management agreements, and steps that can be taken to guard against them, were discussed by labour, management and university representatives attending the Third Annual Labour-Management Conference, held at the Mount Royal Chalet, Montreal, on May 14. Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University, acted as general chairman for the Conference.

The Conference, which has been attracting some 400 delegates each year since it was started, is sponsored by the Industrial Relations Centre of McGill University, the Canadian and Catholic Confederation of Labour, the Quebec Federation of Labour and the Montreal Board of Trade.

Union and management objectives in agreements were outlined, from a personal point of view, by Gérard Picard, President of the Canadian and Catholic Confederation of Labour, and Marc Robert, Sylvania Electric (Canada) Limited, speaking for Management.

In his short address, Mr. Picard drew attention to the benefits that Labour has acquired through legislation that it has succeeded in having established down through the years, and noted that Labour continues to seek the same things as always, a fair share of the benefits available.

Mr. Robert felt that the objectives of Management and Labour are still not clearly enough defined in agreements; Management would like to see less elasticity in contracts so that it could have greater scope in predicting future business.

New complications are always developing in the labour-management field, Mr. Robert concluded, and "a lot of soul-searching still will be required" to bring final peace to both groups.

Discussion of "Pitfalls and Safeguards in Agreement Writing" took the form of a panel discussion with Ted Goldberg, United Steelworkers of America; Bruce MacGregor, Du Pont of Canada (1956) Limited; and Jean-Real Cardin of the University of Montreal acting as panelists. Clifford Chesley of the Industrial Relations Department of the Montreal Board of Trade acted as chairman, replacing Roger Chartier of Laval University, who was unable to attend the conference due to illness.

Some of the factors that cause good agreements to "go sour" were brought out

by the panelists as follows: too much hurrying to get an agreement signed; loose wording that will be interpreted differently by two or more persons; agreements that are good when reached orally and then spoiled by faulty wording when set down on paper; lack of clarity in specifying the specific rights of Management and Labour; insufficient explanation of what exactly is meant by a term like seniority, or what exactly is intended in connection with statutory holidays—who should be paid on such occasions, how much and what for; insufficient definition of what exactly is meant by rules and discipline and whether or not they are part of the agreement or not; and use of ambiguous terms, such as supplementary unemployment benefit plan.

The panel agreed that probably one of the most important phases of any agreement was the administration of it—how the words in it are interpreted when it comes up for analyzing and discussion at a grievance meeting or otherwise.

The afternoon session of the Conference was devoted to staging a mock "Grievance Committee Meeting" which, although it brought many a chuckle from the floor, served seriously to point up some of the many pitfalls that can develop when "a good working agreement goes sour". Participating in the series of skits were: Ken DeWitt, International Association of Machinists; Georges Payette, United Textile Workers of America; William (Bill) Black, Sperry Gyroscope of Canada; and T. J. Metayer of Dominion Bridge Company Limited. Prof. H. D. Woods was chairman.

Roger Provost, Montreal City Councillor and President of the Quebec Federation of Labour, acting on behalf of the Mayor of Montreal, Sarto Fournier, welcomed delegates to the Conference and the City of Montreal. In his opening remarks he introduced Gordon G. Cushing, recently appointed Assistant Deputy Minister of Labour.

Mr. Provost, pointing out that labour-management-university conferences, such as the one in Montreal, are rapidly gaining acceptance across Canada, said he was happy that his city had played a leading part in originating such conferences.

"The more often university people can meet with Labour and Management to discuss mutual interests, the better it will be for all Canadians," said Mr. Provost.

# 16th Annual Conference of the Personnel Association of Toronto

"Personnel in Perspective" is theme of two-day meeting attended by more than 700 personnel officers and management executives. Panels discuss labour relations, and new popularity of profit-sharing plans

"Personnel in Perspective" was the theme of the 16th Annual Conference of the Personnel Association of Toronto, April 17 and 18. More than 700 personnel and other management executives from across Canada, and representatives from the United States and England took part in the two-day conference.

Hon. Michael Starr, Minister of Labour, officially opened the conference. He said the National Employment Service had an important job to do, and asked the co-operation of industry in making this work effective.

## Labour Relations

Labour relations problems had "no pat or universally accepted solutions," said C. C. Beldon, Industrial Relations Counsellors Services, Inc., who was chairman of the labour relations panel.

He pointed out that labour relations were affected by six major and unpredictable factors: government, employees, management, unions, public opinion and economics. Business or industrial climate at the time of labour-management discussions will effect the outcome, he said.

Panel members were: E. R. Complin, Employee Relations Manager, Dupont Company of Canada; C. B. C. Scott, Assistant General Manager, Hydro-Electric Power Commission of Ontario; H. Taylor, Vice President, Industrial Relations, Union Carbide Canada Limited; and Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University.

Labour legislation was emphasized by the panel. It was noted that legal terminology was sometimes misinterpreted and at times abused. The suggestion was made that it was not always feasible to look to legislation for an immediate remedy, but rather, on occasions, to face the situation in the light of existing facts.

Communications were also discussed by the labour relations panel with particular reference to keeping employees informed during negotiations. This, some thought, depended entirely on circumstances.

The employee, the panel noted, had every right to hear both the union's and the company's side of a question. Continuous communications efforts help to pre-

vent misunderstandings, and now in the present rapid adjustment period they are more necessary than ever.

The correction of a misleading statement was only part of what is meant by "communications". It included an understanding of what might have prompted such a statement. Could it have been misinformation, a form of "fishing", or for other reasons?

## Lt.-Col. Lyndall F. Urwick

Morale is the most important thing towards getting a group to work together. This was the opinion of Lt. Col. Lyndall F. Urwick, British management consultant, in his address entitled "The Personnel Function—Its Correct Place in the Organization".

Col. Urwick said morale was not a function of doing things for people materially. "Morale is primarily a function of the effectiveness with which people are stimulated to do something together. It is a lifting of the spirit, not a coddling of the flesh."

Morale, he said, depended on belief in purpose, confidence in leadership, and individual dignity found in job satisfaction.

## Melvin H. Baker

The beginning of a new industrial revolution was seen by Melvin H. Baker, Chairman of the Board, National Gypsum Company, Buffalo, when he spoke to the conference on "The Coming Industrial Revolution".

The seeds of this revolution had been planted by thousands of scientists working in industrial research laboratories, Mr. Baker said. The harvest would come, he stated, "drastically changing the products we manufacture and many currently accepted methods of production, marketing and management techniques".

The new industrial revolution would be in full swing by 1960, Mr. Baker forecast. By 1970, he said, present products and methods would seem "outdated as those of the 'sweat shop' era now appear to us".

Automation had already started to grow above the ground and private, industrial and commercial use of atomic power was assured in the near future, Mr. Baker said.



## Peter F. Drucker

A management consultant and Professor of Management at New York University, Peter F. Drucker, saw in the next few years rapid, dangerous and exciting change in industry.

He criticized the role of many skilled personnel people. He said they were "just plain too busy" with unimportant functions.

Personnel people, Mr. Drucker suggested, should be educators, guides and makers of the future. "Management is their constituency, but what do they do?—a lot of things that should not be done by people who have this grave responsibility."

The personnel field, Mr. Drucker said, was no longer mainly concerned with problems such as immigrants who cut metal or fitted pieces. Half of today's work force had high school education and more people were being paid to work with their knowledge.

Distribution of goods and services involved 60 per cent of the working force in the United States. "Yet," Mr. Drucker said, "our entire personnel policy, including wage rates, is based almost entirely on manufacturing standards." This, he said, was the number one economic problem in the United States.

### Presidents' Panel

Four company presidents and a management consultant formed a panel called the "President's Viewpoint".

The panel discussed the question: What are the prospects of increased popularity for profit-sharing plans?

Col. Lyndall F. Urwick, Joint Chairman, Urwick Currie Ltd., said he believed profit-

sharing didn't mean a great deal to employees. The main function of profit-sharing plans was to give employees a sense of participation. This could be done by employee councils, he said. These councils would deal with matters within the employee interest, such as how the cafeteria was run, and in this manner satisfy a desire to participate.

Col. Urwick also suggested that profit-sharing take the form of a trust fund; participation would come from seeing this fund grow.

C. A. Pollock, President, Dominion Electrohme Industries Ltd., disagreed with Col. Urwick. "If an employee helps make a profit he should share it," he said, "at least in the form of profit-sharing retirement plans."

Incentive plans were preferred to profit-sharing by W. H. Palm, President, Hinde & Dauch Paper Co. of Canada Ltd. He pointed out that there was always the possibility of loss as well as profit. If the employee was not willing to participate in a loss as well as profit. If the employee was not willing to participate in a loss, serious labour disputes could result.

Greater employee ownership of the company rather than profit-sharing, was the view of W. H. Rea, President, Canadian Oil Companies Ltd. Mr. Rea said there was a growing need for capital, most of which must come from the company. He asked: If, with profit-sharing, should the money be paid out to the employees or credited to the employee and kept within the company?

An answer suggested by Mr. Pollock was that employees might use profit-sharing money to purchase company stock.

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# Interim Report of Ontario Select Committee on Labour Relations

Main recommendations among the more than 500 submitted in 70 briefs are summarized in report issued at end of Committee's first year

The Ontario Legislature's Select Committee on Labour Relations, after receiving and considering 70 submissions during the first year of its existence, has issued an interim report summarizing the main recommendations presented. The Committee also requested that its life be extended.

The Committee held its first meeting April 17, 1957. Its interim report was dated March 25, 1958.

(The day after the report was issued, Premier Frost announced that the Committee would be reconstituted; hearings have already resumed.)

Some of the main recommendations submitted to the Committee were:

Certification should be granted if a majority of those voting vote in favour of an applicant union, instead of a majority of those eligible to vote, as at present.

The conciliation process takes too long. It could be shortened by placing a time limit of from 60 to 90 days on the period which the whole process may occupy, and by eliminating entirely the conciliation board step.

All disputes during the term of an agreement should be subject to arbitration or, alternatively, strikes should be made legal in the case of disputes which are not arbitrable.

Jurisdictional disputes should be made subject to arbitration.

Legislation should be enacted to make arbitration awards enforceable.

The Labour Relations Act should apply to employees of the Crown; and Section 78 of the Act, which allows municipalities to remove their employees from the scope of the Act, should be deleted.

The refusal of an employer to bargain during a strike should be listed as an unfair labour practice.

Sympathy strikes, organizational picketing, picketing in secondary boycotts, and jurisdictional picketing should be prohibited.

An employer should be required to grant a voluntary check-off if the employees vote for it.

Unions should be required to file financial statements.

Hospital employees and certain professional people should be exempt from the Act.

Unions should be licensed and be made subject to suit, the Rights of Labour Act should be repealed, the Labour Relations Board should issue "cease and desist" orders, and decisions of the Labour Relations Board should be subject to appeal.

All illegal and criminal acts should be vigorously prosecuted by the Crown, and heavier penalties should be provided for violations of the Act.

The report stated that altogether the Committee had received and considered 70 briefs and submissions containing more than 500 suggestions and recommendations for amendments, deletions, and additions to the Labour Relations Act. These submissions came from a large number of labour organizations, employers' organizations and employing companies, some other organizations, and from private individuals.

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## Successful Rehabilitation—VII

Seventh in series of articles describing the success in rehabilitation that can be achieved through co-ordination of services in a community

*Written by R. C. Lukey, Ontario Regional Public Relations Officer, Unemployment Insurance Commission, this is the seventh in a series that describes the success in rehabilitation that can be achieved through co-ordination of rehabilitation services throughout a community and that illustrates that the particular demands of any job—the unique combination of skill, aptitudes and attitude required in the worker—can often be met by a disabled worker through the precise matching of the person to the job.*

A Cree Indian boy suffered from not one but four major physical disabilities: he was born with crossed eyes; at the age of nine he was found to be suffering from a congenitally enlarged heart; when he was eleven, it was discovered he had contracted pulmonary tuberculosis; and, during treatment in a sanatorium, he was afflicted with polio.

The polio affected his lower limbs, so that he had to wear leg braces and use a cane to get about. He spent nine years in the

sanatorium, where the treatment succeeded in arresting his tuberculosis, but the long stay in hospital left him a bewildered youth, almost completely dependent on others for his sustenance.

The young Indian from Northern Ontario, whose very existence depended upon his ability to wrest his livelihood from the soil, woods, rivers and lakes, was by this time totally demoralized.

Efforts were made by case workers and occupational therapists to awaken in him an interest in some occupation that would not put too many demands on his frail physique.

Little success was achieved in interesting the boy in either clerical work or watch-making. His lack of drive or motivation and little or no apparent interest in self-improvement made his case a difficult one. He was ready for discharge from the sanatorium without any desire to assume responsibility for his own well-being.

The boy was eventually discharged to the care of a welfare officer of the Indian Affairs Branch of the Department of

Citizenship and Immigration. Faced with the problem of developing a satisfactory vocation program for the boy, the official introduced the lad to the Ottawa Neighborhood Services organization, which operates a sheltered workshop where disabled persons are given an opportunity to develop latent skills and learn new trades.

The Neighborhood Services workers found that the trade of shoe-repairing held an attraction for the boy that proved to be a real and sustained interest. In seven short months Neighborhood Services were able to certify him as fully competent repairer of boots and shoes.

Now ready to enter regular employment, he made application for employment through the Ottawa office of the National Employment Service. He was interviewed and registered by a Special Placement Officer, who, in addition to the information obtained at the interview, was provided with a complete history of the case from the sanatorium and the Neighborhood Services.

The boy's crippled appearance, together with his defective vision, were hardly assets when he presented himself to prospective employers. In addition there was the fear some people have of association with an "arrested" T.B. ex-patient. His heart ailment also ruled out any employment involving undue physical or mental exertion.

His new approach to his own problem, however, and his cheerful acceptance of his handicaps gave him some valuable assets to bring to his job-finding project. He was now a boy of courage and character. His morale was now of the highest order. Neighborhood Services were able to testify as to his integrity and competence.

The Special Placement Officer was able to quickly narrow the field of potential employment. He was able to show that hiring this or any other handicapped worker was not a matter of an employer's satisfying his social conscience but was an opportunity of hiring a skilled and diligent employee whose record of absenteeism and tardiness compared very favourably with the best of his fellows who were without handicap.

There were many disappointments before the right vacancy was uncovered. But finally the young Indian was placed with a local shoe-repairer.

This brought a great deal of satisfaction and pleasure to a lot of people: the young Cree himself, the Welfare Officer of the Indian Affairs Branch, the Ottawa Neighborhood Services, and the NES Special Placement Officer. Also pointed up was the very high degree of co-operation and dedication of all agencies concerned.

The handicapped Indian at last report is still happily and well employed. His employer has been so pleased with his work and application that he has already given him a substantial increase in wages.

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## Skilled Tradesmen Seeking Separation from UAW

Last month the United States National Labor Relations Board took the unprecedented step of going to Detroit to hold a two-day hearing on petitions received from skilled tradesmen in the automobile industry, who were asking to be separated from the United Automobile Workers.

The "Big Three" companies of the industry were in the unusual position of being on the same side as the UAW on the question in dispute. The union was naturally opposed to the petitions of its skilled members, and the companies also opposed them for the reason that they—the companies—would prefer to deal with one bargaining agent.

The UAW have been having trouble with skilled workers since the signing of the 1955 contracts, in which supplementary unem-

ployed insurance benefits—of little value to skilled workers who were seldom laid off—were granted by the companies instead of additional wage increases.

Walter Reuther, President of the UAW, recognizing the discontent of the skilled workers, tried to allay them by offering a number of concessions, including special representation on bargaining committees, and separate supplementary contracts for the skilled trades, to be voted on separately by the workers affected.

Notwithstanding these concessions the dissatisfaction has continued, and several other unions have been recruiting members from the UAW. These unions have submitted nearly 100 petitions for separate recognition, and it was to hear these petitions that the NLRB decided to go to Detroit.

# Employment of Handicapped in U.K.

Less than 6 per cent of 750,000 registered handicapped in Britain are unemployed, as a result of efforts of Labour Ministry's Disablement Resettlement Service and Remploy Ltd., a non-profit making company

In April 1957, less than 6 per cent of the 750,000 persons in Britain who are registered as handicapped were unemployed, as a result of the efforts of the Disablement Resettlement Service, administered by the Ministry of Labour and National Service, and non-profit-making company called Remploy Limited.

The Government helps the handicapped by providing vocational guidance; helping to place disabled people in ordinary competitive employment (all employers of 20 or more persons are required by law to employ a quota—3 per cent—of registered disabled persons); and by providing an industrial rehabilitation and vocational training service.

Remploy provides work for those persons who are so severely disabled as to be unlikely to obtain work except under special conditions.

Directors for Remploy are appointed by the Ministry of Labour, while the funds for capital development of the company and operational costs are provided by the Ministry.

Remploy has powers to provide special factories and workshops, hostel accommodation and facilities for persons working at home. It operates 91 factories in Britain and employs 6,200 severely disabled persons, including 140 homeworkers.

More than one third of the factories are engaged in woodwork, and the rest in a variety of light industries, including the manufacture of electrical components.

\* \* \*

Four handicapped men are associated, profitably, in one of Canada's most unusual trade union contracts, which covers two employees working for two co-owners of a Vancouver business.

The two employees are members of Local 351, International Brotherhood of Teamsters, and work in wheelchairs because their legs are paralyzed; their two employers both have paralyzed arms.

The firm started operations last December 10, when it received a contract to check and repair lifejackets used on planes.

The contract with the Teamsters resulted from difficulties the firm was having in getting new business. It was a non-union

shop. Now it is progressing favourably, providing work and livelihood for four individuals.

\* \* \*

Preparations are being made for the first Pacific Rehabilitation Conference, which is to be held at Sydney, Australia, November 10 to 14.

The Conference will concentrate on fundamentals of the maximum rehabilitation process and consider recent advances in medical techniques, hospital care, social work, education, vocational training and employment of the disabled.

Following the five-day meeting, many of the delegates will travel to Tokyo to attend the International Conference on Social Work, beginning November 30.

Conference information is available from Miss Garside, Pan-Pacific Conference, 136 Chalmers Street, Sydney, Australia.

\* \* \*

The first executive meeting, to elect an administrative council for the Montmagny Society for the Rehabilitation of the Handicapped, was held recently.

Dr. Lomer Lemieux was elected president; Dr. J. Charles Darveau, first vice president; Herve Gauvin, second vice president; Robert Daveluy, secretary; Andre Corriveau, treasurer.

The new society proposes to co-operate in the rehabilitation of the disabled in the counties of Montmagny and L'Islet, Quebec, either by providing treatment in the Quebec Rehabilitation Clinic or by making available appropriate local services.

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A grant of \$2,500 from the Atkinson Charitable Foundation to help the Ontario Epilepsy Association finance its operations has been announced by Royd E. Beamish of Toronto, Vice President of the Association.

A relatively new organization, devoted to the 30,000 epileptics in Ontario, the Association is in the process of forming chapters in various cities across the province. It will attempt to demonstrate to the public that epileptics are fully capable of accepting normal employment in many fields of business and industry.

# Women Engineers

Survey by University of Toronto student indicates that most companies would hire women engineers if they were available; but prejudice and tradition still exist. Alberta institute conducts food service course

A small survey by a student in the Department of Engineering and Business, University of Toronto, indicated that most industrial concerns would hire women engineers if they were available.

The survey was made by Diane Hallamore for her thesis, "The Future Role of the American Women in Engineering," a digest of which appeared in the *Financial Post*.

Seventy-five questionnaires were sent out, 55 to Canadian companies, 19 to United States firms and one to a British company. Of the 33 replies received, 26 were from Canadian companies engaged in the aircraft, automobile, chemical, electrical and electronic equipment, heavy machinery, light metal, mining, petroleum, railway and steel industries as well as from consulting engineering firms.

Twenty-four of the replying firms said they would hire women as engineers if they were available. Eight of them replied with an enthusiastic "yes".

Twelve of the firms responded with a simple "yes"; four responded with a reserved "yes". Five of the companies said they would not hire women.

Miss Hallamore's conclusion: "Despite the apparent acceptance of women in engineering, prejudice and tradition are still existent."

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A class of 21 girls, including 15 Indians and two Eskimos, from Aklavik and Fort McPherson in the Northwest Territories, recently completed a course in Food Service at the Provincial Institute of Technology and Art in Calgary.

The girls were being trained to fill posts in Aklavik as waitresses, as part of the vocational training program of the Department of Northern Affairs and National Resources.

Most of the girls who completed the course have obtained employment with a construction firm in Aklavik, and the firm reports it is well satisfied with their services.

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In order to maintain and improve the status of domestic help in the United Kingdom, a number of schools are operated

for the purpose of educating women for the occupation.

Schools are operated at Harrow, England; Swansea, Wales; and one in Scotland by the National Institute of Housekeepers, which works in close co-operation with the Ministry of Labour and National Service, the Ministry of Education, the Scottish Education Department, the Ministry of Health, the Department of Health for Scotland and the Home Office.

A primary aim of the Institute is to encourage women to take up domestic services as a profession, and to properly fit them for the task. Candidates who take the courses and pass examinations are granted a diploma of proficiency.

The curriculum of the schools includes house management, health education, first aid, home nursing, cooking, home laundry work, needlework, simple dressmaking, social studies and English.

During the years since its founding, in 1946, the Institute's work has expanded beyond the field of domestic employment, being a recognized authority now on domestic work in institutions as well as in private homes.

The Institute has set up a Daily Houseworkers Service in 11 centres to provide skilled domestic help for householders who do not need full-time assistance and to provide non-resident employment for women on a full-time or part-time basis. The worker is paid a guaranteed weekly wage by the Institute; the householder pays a service charge for each hour of work plus a small travelling charge, which is pooled to cover travelling expenses of the Houseworker.

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Women of the future, says Mrs. Alice K. Leopold, Assistant to the U.S. Secretary of Labor, not only will perform their traditional role of homemakers and mothers but will play extremely active parts in the economic and social affairs of their countries.

Indications are that women will account for more than half of the expected 10 million increase in the U.S. working force between 1955 and 1965, she said.

## 50 Years Ago This Month

Slackening in business activity results in issue of instructions to curtail immigration. Experienced farm workers and domestic servants only types of immigrants sought, official circular states

Owing to the slackening of business activity, immigration to Canada from Great Britain and Europe declined considerably during the first five months of 1908 compared with the corresponding period of 1907.

The LABOUR GAZETTE of June 1908 reported that, "in order to ensure against the overstocking of the labour market in Canada this year, and that the classes of immigrants coming to Canada during the next few months shall only be of the kind that are now needed," the Immigration Department had sent out a circular to all steamship companies and booking agents.

The circular stated that the only classes of immigrants wanted in Canada at that time were "experienced farm labourers, farmers financially able to take homesteads or purchase lands, and female domestic servants".

It further stated that the regulation requiring every immigrant to be 18 years of age or over, to have in his possession at least \$25 in cash at the time of landing, as well as a ticket to his destination, would be strictly enforced except in the case of the classes already named.

Total immigration in April 1908 was 29,755, a decrease of 32 per cent from the 44,051 in April 1907. Homestead entries during the month, on the other hand, showed a moderate increase compared with the previous year, 2,987 versus 2,594.

Nationalities of homesteaders who filed in April were: American, 848; English, 559; Canadians from Ontario, 312; Austro-Hungarians, 158; Scottish, 114; and Hindu, 2.

The LABOUR GAZETTE of June 1908 said that the demand for labour in railway construction in May was fully supplied and that there was a surplus of men at Winnipeg and other points. A number of labourers were also said to be without work at Prince Rupert, where construction had not yet begun.

"There are now about 340 miles of telegraph lines strung west from Winnipeg

along the Grand Trunk Pacific Railway and work is progressing at the rate of five miles per day," the issue reported.

"A number of towns are springing up along the line of the Grand Trunk Pacific Railway from Winnipeg westward, including five divisional points. Eighty town-sites are on the market, and 2,000 applications for lots are reported to have been received."

The Ottawa correspondent of the LABOUR GAZETTE reported that:

"The strike of building labourers on the Y.M.C.A., which began on April 22, affecting directly 30 men and indirectly 25 bricklayers, who quit work in sympathy with the labourers' union, is still in progress. Building operations are continued, and the contractor reports that sufficient men have been procured to fill the demand."

The LABOUR GAZETTE reported the death by drowning of a three-man train crew. At the end of May, the collapse of the Paquette dam on the Current River at Port Arthur liberated a mass of water, 20 feet deep and extending back about five miles, which carried away three quarters of a mile of the Canadian Pacific Railway Line, including the bridge over the river. Shortly after, a freight train, consisting of an engine and nine cars, plunged from the broken bridge into the river, taking with it the engineer, fireman, and brakeman.

"A joint committee representing the several organizations of mechanics employed by the Canadian Pacific Railway Company held a meeting at Montreal, Que., during May, at which a new organization, to be known as the Federation of Railway Employees, was formed," the Gazette reported. "The Federation will embrace machinists and mechanics of all classes. At a meeting of the joint protective board of the Brotherhood of Railway Carmen employed by the Canadian Pacific Railway system, held at Winnipeg, Man., it was decided to join the new federation."

# INTERNATIONAL LABOUR ORGANIZATION

## 42nd International Labour Conference

Hon. Michael Starr, Minister of Labour, attending annual conference. Deputy Minister A.H. Brown heads Canadian tripartite delegation, Pat Conroy is other Government Delegate, and C. Jodoin, Worker Delegate

Hon. Michael Starr, Minister of Labour, is attending the 42nd International Labour Conference at Geneva June 4 to 26. The Deputy Minister of Labour, A. H. Brown, is one of the two Government Delegates and is heading the Canadian Delegation.

The other Government Delegate is Pat Conroy, Labour Counsellor at the Canadian Embassy in Washington. M. Wer-shof, Ambassador and Permanent Representative of Canada to the European Office of the United Nations, is substitute government delegate.

Paul Goulet, Director, ILO Branch, Department of Labour, was selected as a Government Delegate but was prevented by illness from attending.

The Worker Delegate is Claude Jodoin, President of the Canadian Labour Congress, and the Employer Delegate, H. McD. Sparks, Vice President Industrial and Public Relations, Northern Electric Co., Limited, Montreal.

There are six advisers to the Government Delegates, five advisers to the Employer Delegate, and five to the Worker Delegate.

Advisers to the Government Delegates are: G. R. Carroll, Industrial Relations Branch, Department of Labour; H. Jay, First Secretary, Canadian Permanent Mission to the European Office of the United Nations, Geneva; I. S. McArthur, Chairman, Fisheries Prices Support Board, Department of Fisheries; H. T. Pammett, Executive Assistant, ILO Branch, Department of Labour (Mr. Pammett is also Secretary to the Canadian Delegation); Dr. T. H. Patterson, Chief, Occupational Health Division, Department of National Health and Welfare; and Gil Schonning, Economics and Research Branch, Department of Labour.

Advisers to the Employer Delegate are: K. G. K. Baker, Executive Assistant to the President, Howard Smith Paper Mills Limited, Montreal; J. R. Kimpton, former

Assistant Vice President (Personnel), Canadian Pacific Railway Company, Montreal; D. A. Page, Director of Personnel, Good-year Tire & Rubber Co. of Canada Limited, New Toronto, Ont.; J. M. Soules, President, Soules Construction Limited, Toronto; and J. W. Stewart, Manager, Atlantic Division, Canadian Manufacturers' Association, Moncton, N.B.

Advisers to the Worker Delegate are: A. A. Hutchinson, Vice-Chairman, National Legislative Committee of the International Railway Brotherhoods, Ottawa (Mr. Hutchinson is a vice president of the Order of Railroad Telegraphers); Kalmen Kaplan-sky, Director, International Affairs Department, Canadian Labour Congress; Edouard Larose, Quebec representative, United Brotherhood of Carpenters and Joiners of America, Montreal; M. R. Mathieu, Vice President, Canadian and Catholic Confederation of Labour, Montreal; and J. C. Nicholson, Director, District 5, United Steelworkers of America, Sydney, N.S.

Miss N. Lishman of the Economics and Research Branch, Department of Labour, is serving as assistant to the Secretary.

The agenda of the Conference is as follows:

Report of the Director-General.

Financial and budgetary questions.

Information and reports on the application of Conventions and Recommendations.

Discrimination in the field of employment and occupation (second discussion).

Conditions of employment of plantation workers (second discussion).

Organization of occupational health services in places of employment (first discussion).

Conditions of work of fishermen (first discussion).

Hours of work (general discussion).

As in previous years, there was to be an examination of the technical questions with

a view to the adoption of international standards, and a general debate on the Report of the Director-General, David A. Morse. This year there was also to be a general discussion on hours of work.

Of the four technical questions, two—discrimination in the field of employment and occupation and the conditions of employment of plantation workers—have already

been examined during the course of the 40th Session, held in June 1957.

The other two—organization of occupational health services in places of employment and the conditions of work of fishermen—come before the Conference for first discussion.

On these four questions, as well as on hours of work, ILO prepared reports to serve as the bases for the discussion.

## 41st (Maritime) Session, ILO Conference

**Number of decisions affecting international status of seafarers taken by delegates from 46 ILO member countries. Seven new international instruments adopted: two Conventions and five formal Recommendations**

A number of decision affecting the international status of seafarers were taken by the 41st (Maritime) Session of the International Labour Conference, held in Geneva April 29 to May 14.

The conference adopted seven new international instruments: two Conventions and five formal Recommendations. One of the two Conventions concerns seafarers' national identity documents; the other is a revision of the Wages, Hours of Work and Manning (Sea) Convention, first adopted in 1946. One of the Recommendations also deals with wages, hours of work and manning. The others concern the engagement of seafarers for service in vessels registered in a foreign country, the contents of medicine chests on board ship, medical advice by radio to ships at sea, and social conditions and safety of seafarers in relation to registration of ships.

Action on these instruments brings the total number of Conventions adopted since 1919 to 109, and brings the total number of Recommendations to 109 also. The 27 Conventions and 15 Recommendations dealing with maritime labour make up what is called the International Seafarers' Charter.

On another item of its agenda the conference adopted a resolution on the jurisdiction competent to suspend or cancel officers' competency certificates.

In addition to the conclusions concerning the technical questions on the agenda, the delegates approved a number of resolutions.

Representatives of shipowners, seafarers and governments of 46 member countries of the International Labour Organization, including Canada, took part in the Session. Attending were 165 delegates including 89

representatives of government, 38 employers and 38 workers, accompanied by 205 technical advisers.

President of the Session was Ichiro Kawasaki, Japanese Government Delegate; the Vice Presidents were Tadeusz Ocioszynski, Government Delegate of Poland; W. N. H. van der Vorm, Employer Delegate of the Netherlands; and Ingvald Haugen, Norwegian Worker Delegate.

The Canadian delegation comprised:

*Government Delegates*—Capt. G. L. C. Johnson, Assistant Chief, Nautical Division, Department of Transport, (head of delegation); William Thomson, Director, Employment Branch, Unemployment Insurance Commission; and Capt. G. W. R. Graves, Principal Examiner of Masters and Mates, Nautical Division, Department of Transport (substitute delegate and adviser), all of Ottawa.

*Employer Delegate*—H. E. Kane, President, H. E. Kane Agencies Ltd., Saint John, N.B.

*Worker Delegates*—Michael Sheehan, Seafarers' International Union, Montreal; George F. Bullock, National Secretary, Canadian Merchant Service Guild, Vancouver (adviser).

### The General Debate

Several plenary sessions of the conference were devoted to a general discussion on maritime questions and the working conditions of seafarers. The debate was based on the report submitted by ILO Director-General David A. Morse. Sixty-three speakers took part.

Referring to the last ILO Maritime Conference, held in Seattle, U.S.A., in 1946, Mr. Morse found that "many delegates gave examples of how the various Seattle Conventions, even when not ratified,



had exercised a marked influence on national legislation and on the terms of collective agreements. This confirms the view I expressed in my report, that these Conventions had played a by no means negligible part in the many improvements in Seafarers' conditions which have taken place in the past 12 years."

Mr. Morse reviewed the problem still awaiting solution, and which should receive the ILO's attention in the future. He mentioned particularly fishermen, Asian seafarers, vocational training, safety at sea, seamen's welfare and labour-management relations.

### **Wages, Hours of Work and Manning**

The Convention on Wages, Hours of Work and Manning, the second revision of an instrument first adopted at Seattle in 1946, was adopted by 104 votes for, 22 against, and 22 abstentions.

After defining its scope, the Convention deals with each of its principal subjects in separate parts. The wages section, which sets a minimum wage for able-bodied seamen in terms of Sterling and the U.S. dollar (as modified by changes in par value since 1946), can be excluded from ratification.

The hours of work part makes provision for "near trade" ships and "distant trade" ships and for catering departments. In essence, it provides for a 48-hour week on distant trade ships, and a 56-hour week on near trade ships and catering departments.

The manning part says that each vessel should be "sufficiently and efficiently" manned to insure the safety of life at sea, to give effect to its hours provisions, and to prevent excessive strain on the crew and to avoid or minimize overtime.

The Recommendation calls for a higher minimum wage than does the Convention, as well as for the eight-hour day on all ships and in all departments. It was adopted by a vote of 127 to none, with 20 abstentions.

The conference also adopted a resolution asking the ILO to include seafarers in any measure or investigations arising out of a discussion scheduled for its general conference in June on a general reduction of working hours.

### **Social Conditions and Safety**

The Recommendation on Social Conditions and Safety of Seafarers in relation to Registration of Ships was adopted by 144 votes for, none against, and three abstentions. It notes that the problems involved had been brought into special prominence by the large volume of tonnage

registered in countries which had not been regarded up to now as being traditionally maritime.

The Recommendation says that the country of registration "should accept the full obligations implied by registration and exercise effective jurisdiction and control for the purpose of the safety and welfare of seafarers in its seagoing merchant ships".

### **National Identity Documents**

The Convention on Seafarers' National Identity Documents was adopted by 130 votes in favour, 6 against and 8 abstentions.

It provides that ratifying members should issue to each of its nationals who is a seafarer, on application by him, a seafarer's identity document. A member may issue such a document to non-nationals serving aboard vessels registered in its territory or at its employment offices.

The Convention states the particulars that should be included on the document. The issuing country would be required to readmit holders of cards it issued.

Other countries should permit the entry of card-holding seafarers for temporary shore leave, joining their ship, or transit. Members may reserve the right to prevent any particular individual from entering or remaining in its territory.

### **Engagement of Seafarers**

The Recommendation concerning the Engagement of Seafarers for Service in Vessels registered in a Foreign Country was adopted by 138 votes in favour, none against and 11 abstentions.

It calls on each ILO member to "do everything in its power to discourage seafarers within its territory from joining or agreeing to join vessels registered in a foreign country unless the conditions under which such seafarers are to be engaged are generally equivalent to those applicable under collective agreements and social standards accepted by *bona fide* organizations of shipowners and seafarers of maritime countries where such agreements and standards are traditionally observed".

### **Medicine Chests at Sea and Medical Advice by Radio**

Both the Recommendation on the Contents of Medicine Chests on Board Ship and that on Medical Advice by Radio to Ships at Sea were adopted unanimously.

The ships' medicine chests Recommendation states that ILO member countries should provide that "every vessel engaged in maritime navigation should be required to carry a medicine chest, the contents of

which should be prescribed by the competent authority, taking into account such factors and the number of persons on board, and the nature and the duration of the voyage”.

The medical advice at sea Recommendation calls on member states to ensure by a pre-arranged system that free medical advice by radio is available at any hour of the day or night, including specialist advice where necessary and practicable.

### Officers' Competency Certificates

In the Resolution which it adopted concerning the jurisdiction competent to suspend or cancel officers' competency certificates, the Conference “affirms the general principle that the authorities of the state which has issued a competency certificate are alone competent to suspend or cancel it”.

The Resolution states further that “a state ought not to exercise the right to interfere with or suspend the validity of a foreign certificate within its own jurisdiction, that is to say in its own inland waters and territorial sea and on board ships flying its own flag, unless the state which has issued the certificate and all other states having the power to suspend or cancel the certificate in pursuance of reciprocal arrangements with that state have failed to inquire into the necessity for taking action in that regard”.

### Resolutions Adopted

The conference adopted ten resolutions on matters not covered by its technical agenda. These concern:

- Refugee seafarers.
- Seafarers' welfare, including the facilities for Asian seamen in non-Asian ports.
- Health and hygiene on board ship and an early meeting of the ILO/WHO Joint Committee on Hygiene of Seafarers.
- Air-conditioning in crew accommodations.
- Study of the standards of manning in the different countries.

—The early convening of a session of the Joint Maritime Commission.

—A study of the problems created by the application of atomic power to shipping in so far as the protection of the crew is concerned.

—Consideration of the establishment of machinery for dealing internationally with social questions of the fishing industry.

—Participation of the maritime industry and the Joint Maritime Commission in a diplomatic conference on safety of life at sea.

### Participants

The following countries took part in the Conference: Argentina, Australia, Austria, Belgium, Brazil, Bulgaria, Burma, Canada, China, Columbia, Cuba, Denmark, Dominican Republic, Finland, France, Federal Republic of Germany, Ghana, Greece, India, Indonesia, Ireland, Israel, Italy, Japan, Liberia, Luxembourg, Mexico, Morocco, Netherlands, Norway, Pakistan, Panama, Poland, Portugal, Rumania, Spain, Sweden, Switzerland, Tunisia, Turkey, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Republic, United Kingdom of Great Britain and Northern Ireland, United States of America and Yugoslavia.

Intergovernmental organizations represented were: the United Nations Office of the High Commissioner for Refugees, World Health Organization, International Telecommunication Union, Organization for European Economic Co-operation and the Intergovernmental Committee for European Migration, as well as the United Nations.

Non-governmental international organizations represented by observers were: International Confederation of Free Trade Unions, International Federation of Christian Trade Unions, International Organization of Employers, International Transport Workers Federation and the World Federation of Trade Unions.

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## Israel Ratifies Convention on Abolition of Forced Labour

The Convention on the Abolition of Forced Labour adopted by the International Labour Conference at Geneva in June 1957 has been ratified by Israel, the sixth country to do so.

Israel now has ratified 21 of the 107 International Labour Organization Conventions.

The instrument of ratification was handed over during the month of April to C. W. Jenks, Assistant Director-General of the International Labour Organization, by Menahem Kahany, Israel's permanent delegate to the European Office of the United Nations.

# 6th Session, Textiles Committee

Delegates from 20 countries adopt series of conclusions on the two technical questions on agenda: effects of technological developments on wages and employment, and working conditions in textile industry

Several conclusions important to the textile industry were adopted by the Textiles Committee\* of the International Labour Organization, which held its Sixth Session at Geneva April 14 to 25.

The delegates, representing governments, employers and workers of the 20 member countries belonging to the Committee, adopted a series of conclusions on two technical questions on the agenda: the effects of technological developments on wages and on conditions and level of employment in the textile industry, and the working conditions in the industry.

Canada was one of the 20 member countries represented by tripartite delegations at the meeting. There were 142 delegates and advisers. The Canadian delegation comprised:

*Government Delegates*—Dr. Paul Casselman, Economics and Research Branch (head of delegation), and D. T. Cochrane, Industrial Relations Officer, Department of Labour. Dr. Casselman is from Ottawa; Mr. Cochrane, from Halifax.

*Worker Delegates*—Louis-Simon Bouchard, President, *Syndicat du Textile de Montmorency*, Quebec; and George Watson, Textile Workers Union of America, Hamilton, Ont.

*Employer Delegates*—H. F. Irwin, Director of Industrial Relations, Primary Textiles Institute, Toronto; and Jean Massicotte, Assistant Director of Industrial Relations, Primary Textiles Institute, Montreal.

## Effects of Technical Progress

The resolution concerning the effects of technical developments states that these should lead to lower production costs and higher consumption of textile goods, thus creating a situation, leading to social progress, whereby a steadier and higher level of employment can be maintained, fair wages can be paid and good working conditions and amenities can be provided, together with a higher level of real earnings.

Among the reasons for the introduction of technological developments, the resolu-

tion points out the need to improve quality or to change a pattern of production to meet consumer demands, or to improve working conditions, or to reduce costs of production for competitive reasons, or for a combination of these causes; but technological developments are sometimes introduced to prevent losses and to enable textile concerns to continue in business. Higher profits may or may not, therefore, result.

The resolution urges that close co-operation should be maintained between the representatives of management and labour with a view to the smooth introduction of technological changes, and it shows that both management and workers' representatives have a positive part to play in encouraging these changes. Work-study and job evaluation could serve as a useful guide and protection both for employers and workers.

## Distribution of Benefits

Discussing the distribution of benefits resulting from technological developments, the resolution says that these may arise in very different forms including, for example, a varying margin between cost of production and previously existing sale price levels, reduced costs enabling a concern to maintain production and employment, improved working conditions with or without a change of costs.

It is therefore impossible to lay down a general formula or formulae in relation to distribution of benefits, but both workers and employers are in agreement that the benefits should be shared between the capital and the labour engaged in the industry and the consumers of textile products.

When technological developments involve changes in skills, vocational training should take into account the new requirements, and older workers should be allowed a reasonable period to adapt themselves to the new conditions.

The resolution then gives a number of measures taken to reduce to a minimum the unfavourable effects of technical developments, including redundancy.

In cases of surplus labour it is the responsibility of employers' and workers' representatives and governments, each in their own sphere, to foresee as far as possible

\*One of the ILO'S industrial committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

the effect on existing employment and to reduce to the maximum possible extent the effects of redundancy due directly or indirectly to technological or other changes.

Finally, the resolution stresses that technological improvements in the textile industry should play their part in enabling hours of work to be reduced, without loss of real wages, and increased leisure, including paid holidays, to be achieved.

The resolution was carried by a vote of 94 in favour, none against and two abstentions from the Workers' side. All six Canadian delegates voted in favour.

### **Ensuring Satisfactory Working Conditions**

The Committee also adopted a memorandum in which it discussed the conclusions it had reached on working conditions in the textile industry.

It recommended a series of measures that should be taken by textile factories to ensure that the working conditions are satisfactory. Those concerning environmental factors are as follows: cleanliness; lay-out and spacing; temperature, humidity and ventilation; lighting, noise and vibration;

dusts, fumes, gases and vapours; and lifting and carrying of heavy weights.

Other measures concern the prevention of industrial diseases and research to improve working conditions.

The memorandum was approved by the Committee as a whole by a vote of 92 for, none against and no abstentions. All six Canadian delegates voted in favour.

### **Inquiry into Work-Study**

In another resolution the Governing Body was invited to instruct ILO to institute a comprehensive inquiry into work-study methods used in the textile producing industry. This inquiry should be undertaken with the assistance of experts technically qualified.

The Session was presided over by Ambassador Julio Barboza Carneiro, the representative of the Brazilian Government on the Governing Body.

The resolution was carried by a vote of 87 in favour, none against and 18 abstentions. Again all six Canadian delegates voted in favour of the resolution.

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## **Appeals for Fuller International Exchange of Labour Information**

An appeal for fuller international exchange of information on labour and production problems was made by ILO Director-General David A. Morse, speaking at the Research Institute on Labour Relations in Moscow during a tour of Eastern European countries.

Managers and workers in every country, Mr. Morse pointed out, are concerned with the human problems of organizing human beings for production, and each country has something to learn from its neighbour on the matter. This was particularly the case with government officials responsible for ensuring that proper standards are

maintained and good practices promoted in industry.

"International exchange of experiences on such questions can accordingly be of great value," said Mr. Morse. "It is one of the principal aims of the ILO to promote such exchanges..."

There are difficulties to be faced, and many of them arise out of ideologies, Mr. Morse suggested, "but we can, through organizations like ILO, help to break down some of these barriers by bringing people together to discuss questions on the basis of facts and experience rather than from the standpoint of theories and ideologies."

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## **Appoint New Chief of ILO Labour-Management Division**

Jean de Givry, of France, has been appointed Chief of the ILO Labour-Management Relations Division to succeed Chester Hepler, who has become Chief of the Personnel Office.

Mr. de Givry began his service with the ILO in 1946, after having worked the previous year in liaison between the ILO

and the French Ministry of Labour on the organization of the International Labour Conference that was held in Paris that year. After two years he entered the Director-General's Office and in 1950 he joined the Industrial Law and Labour Relations Division, which later became the Labour-Management Relations Division, which he now heads.



Speaking recently before the London and District Chapter of the Society for the Advancement of Management, Norman S. Dowd, Executive Secretary of the Canadian Labour Congress, discussed the role of trade unions and of some of the problems faced by Management and Labour. Constant changes in technology present a persistent challenge to Labour as well as to Management, Mr. Dowd said; he urged greater mutual understanding between the two. He said:

"If, as I suggest, Management is not usually familiar with the wider aspects of the labour movement, certainly it can scarcely expect that the rank-and-file worker has any adequate appreciation of the problems of Management. A worker may attend a union meeting and see and hear his top officers, and the members of his negotiating committee, but he very rarely has an opportunity to see the president of the firm he works for, or any of the top executive officers. As a result, neither group has sufficient understanding of the other.

"Of course, there are undoubtedly a number of employers whose relationships with their workers are all that could be desired. In some industries, strikes have not occurred over a long period of time, and a relationship of frankness and goodwill has been established.

"While this happy situation requires considerable effort and compromise on both sides, nevertheless it shows that harmonious relationships are possible, and this is certainly the ideal which should be aimed at in all labour-management relations."

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Labour-management co-operation through a labour-management committee is a recognized procedure at Maritime Electric Company, Ltd., Charlottetown, P.E.I. The theme of the annual company dinner and dance held recently was the accomplishments of the committee.

After more than two years of quarterly meetings, the labour-management committee can look back on a growing acceptance

of the principle of co-operation. Frank discussion between representatives of labour and management has characterized the meetings, which have been devoted mainly to improving working conditions and to finding better methods to do the work.

Among the first matters to be discussed in 1957 was a safety program, which was reflected in improved safety attitudes at all levels. Information on the company pension plan, comparison of various hospital plans, discussions of types of equipment and tools, holiday schedules, hours of operation, requests for protective clothing and respirators for boiler cleaning, safe-driving and long-service awards are but a few of the subjects that have been brought before the committee for its consideration.

\* \* \*

Members of the 1958 Safety Committee at John Labatt Limited, London, Ont., have been issued with a distinctive uniform—yellow shirts and dark-brown trousers—with an inscription above the shirt pocket, "Safety Committee 1958". Members of the committee were also issued with new safety shoes.

It is reported that this innovation has drawn widespread comment through the plant, and greatly added to the prestige of the Safety Committee members.

Use of safety committees at Labatt's is another phase of the broad program of labour-management co-operation and consultation developed over the years. The company, in co-operation with the union, Local No. 1, National Brewery Workers (CLC), has developed a high level of joint consultation.

At the committee's first meeting this year, each member was given a list of duties, such as attendance at all meetings (exception made for illness or vacation), periodic inspection of his department, investigation and reporting of all safety hazards brought to his attention. Members were also provided with cards, to present to employees found committing an unsafe practice, bearing the words, "That Was Close," and a friendly safety reminder. Framed photographs of the Safety Committee were placed at the time clocks.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during April. During the month the Board received 12 applications for certification and allowed the withdrawal of two applications for certification.

### Applications for Certification Received

1. United Steelworkers of America, on behalf of a unit of production employees of Canadian Arsenals Limited (Gun Ammunition Division, Lindsay, Ont.) (Investigating Officer: F. J. Ainsborough).
2. International Association of Machinists, on behalf of a unit of employees of Pacific Western Airlines Ltd., Vancouver. (Investigating Officer: D. S. Tysoe) (see applications withdrawn).
3. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and helpers employed by Canadian Arsenals Limited (Gun Ammunition Division, Lindsay, Ont.) (Investigating Officer: F. J. Ainsborough).
4. Nordair Mechanics Association Inc., on behalf of a unit of maintenance and ground service personnel employed by Nordair Ltd., Roberval, Que. (Investigating Officer: C. E. Poirier).
5. International Association of Machinists, on behalf of a unit of maintenance and ground service personnel employed by Nordair Ltd., Roberval, Que. (Investigating Officer: C. E. Poirier).
6. Building Service Employees' International Union, Local 204, on behalf of a unit of building service employees employed by the Canadian Broadcasting Corporation at Toronto (Investigating Officer: T. B. McRae).
7. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed by the Tidewater Shipping Company Limited in the loading and unloading of coastwise vessels at Vancouver (Investigating Officer: G. R. Currie).
8. International Association of Machinists, on behalf of a unit of maintenance and ground personnel employed by Trans-Air Ltd., Winnipeg (Investigating Officer: J. S. Gunn).
9. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers, excluding chief engineers, employed aboard vessels operated by the St. Charles Transportation Company, Limited (Investigating Officer: C. E. Poirier).
10. Local M-128, United Marine Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of licensed personnel employed aboard vessels operated by the Clarke Steamship Co. Limited and its associated companies: La Compagnie de Transport du Bas St. Laurent Ltée, Magdalen Islands Transportation Company Limited; North Coast Steamship Co. Ltd., North Pioneer Steamship Co. Ltd., Gulf Ports Steamship Co. Ltd., Terra Nova Steamship Co. Ltd., La Traverse Riviere-du-Loup St. Simeon Limitée, La Compagnie de Navigation Charlevoix-Saguenay Limitée, and Inter Island Steamship Company Limited (Investigating Officer: C. E. Poirier).
11. American Federation of Technical Engineers, Local 169, on behalf of a unit of draftsmen employed by Atomic Energy of Canada Limited, Chalk River, Ont. (Investigating Officer: G. A. Lane).
12. General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill the Mover (Canada) Limited, operating in and out of its Winnipeg terminal (Investigating Officer: J. S. Gunn).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

## Applications for Certification Withdrawn

1. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, Smith Transport Limited, respondent, and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and

Helpers of America, intervener (Winnipeg terminal) (L.G., May, p. 494).

2. International Association of Machinists, applicant, and Pacific Western Airlines Ltd., Vancouver, respondent (see applications received).

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Boyles Bros. Drilling (Alberta) Limited, Yellowknife and Western District

Diamond Drillers' Union, Local 1005, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

2. Empire Stevedoring Co. Limited, Canadian Stevedoring Co. Ltd., Western

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Stevedoring Company Limited, Louis Wolfe and Sons (Vancouver) Ltd., Victoria and Vancouver Stevedoring Co. Ltd. and Local 507, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

3. Shipping Federation of Canada, Inc. and Local 375, International Longshoremen's Association, Montreal (Conciliation Officers: R. Trépanier and R. Duquette).

4. Newfoundland Employers' Association Limited and Longshoremen's Protective Union (St. John's) (Conciliation Officer: W. L. Taylor).

5. Trans-Canada Air Lines and Canadian Air Line Navigators' Association (Conciliation Officer: R. Trépanier).

### **Settlements by Conciliation Officers**

Shipping Federation of Canada, Inc., Saint John, N.B., and International Longshoremen's Association, Local 1720 (Conciliation Officer: H. R. Pettigrove) (L.G., May, p. 494).

2. Giant Yellowknife Gold Mines Limited and Yellowknife District Miners' Union, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 494).

3. Saguenay Terminals Limited, Port Alfred, Que., and National Syndicate of Longshoremen of Ha! Ha! Bay (Conciliation Officer: R. Trépanier) (L.G., April, p. 391).

4. Can-Met Explorations and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough) (L.G., June 1957, p. 712).

5. Reimer Express Lines and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 979 (Conciliation Officer: J. S. Gunn) (L.G., Sept. 1957, p. 1075).

6. Shipping Federation of Canada, Inc., and Local 375, International Longshoremen's Association, Montreal (Conciliation Officers: R. Trépanier and R. Duquette) (*see above*).

### **Conciliation Boards Appointed**

1. The Owen Sound Transportation Company Limited and Seafarers' International Union of North America, Canadian District (L.G., May, p. 494).

2. Canadian National Railways (Atlantic, Central and Western Regions, including Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (L.G., April, p. 391).

3. Canadian National Railways (MV *Bluenose* and Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of

Railway Employees and Other Transport Workers (L.G., April, p. 390).

4. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (L.G., May, p. 494).

5. Guy Tombs Marine Services Limited, Montreal, Davie Transportation Limited, Montreal, Quebec Paper Sales and Transportation Limited, Quebec, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 494).

6. The Packers Steamship Company Limited and the National Association of Marine Engineers of Canada, Inc. (L.G., April, p. 391).

### **Conciliation Boards Fully Constituted**

1. The Board of Conciliation and Investigation established in March to deal with a dispute between the Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamships Limited, Upper Lakes and St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited and Sincennes-McNaughton Line Limited) and Seafarers' International Union of North America, Canadian District (L.G., May, p. 495) was fully constituted in April with the appointment of H. Carl Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed in the absence of a joint recommendation from the other two members, Francis Gerity, Toronto, and Colin A. Gravenor, Montreal, who were previously appointed on the nomination of the companies and the union respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between the Guy Tombs Marine Services Limited, Montreal, Davie Transportation Limited, Montreal, Quebec Paper Sales and Transportation Limited, Quebec, and Seafarers' International Union of North America, Canadian District (*see above*) was fully constituted in April with the appointment of H. Carl Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed in the absence of a joint recommendation from the other two members, Marcel Belanger, Quebec, and Bernard Boulanger, Montreal, who were previously appointed on the nomination of the companies and union respectively.

### **Board Reports Received during Month**

1. Shell Canadian Tankers Limited (MV *Western Shell*) and National Association of Marine Engineers of Canada, Inc. and



Canadian Merchant Service Guild, Inc. (L.G., Jan., p. 69). The text of the report is reproduced below.

2. Canadian National Railways (Pacific Coast Service) and Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and National Association of Marine Engineers of Canada, Inc. and Canadian Merchant Service Guild, Inc. (L.G., Jan., p. 69). The text of the report is reproduced below.

3. Deluxe Transportation Limited and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Feb., p. 175). The text of the report is reproduced below.

#### Settlement Following Board Procedure

Eastern Canada Stevedoring Company Limited, Cullen Stevedoring Company Limited, Caledon Terminals Limited and Terminal Warehouses Limited, and Local 1842, International Longshoremen's Association (L.G., April, p. 406).

## Report of Board in Dispute between

Shell Canadian Tankers, Limited (MV *Western Shell*)

and

National Association of Marine Engineers of Canada, Inc.,  
and Canadian Merchant Service Guild, Inc.

The Conciliation Board established in this matter, consisting of Mr. E. Hopkins, employees' nominee, Mr. R. A. Mahoney, nominated by the employer, and Mr. F. E. Harrison, Chairman, held its preliminary meeting on the 27th day of November, 1957 at Vancouver, B.C.

Subsequently the Board met with representatives of the parties concerned on December 6, 12, 1957, January 7, 25, March 31, April 1, 3 and 9, 1958.

The parties were represented at the various Board sittings as follows:

*Canadian Merchant Service Guild, Incorporated:* Capt. E. Meadows, Agent, Vancouver; Capt. Jack Leonard, Agent, Vancouver; Mr. E. Bullock, Secretary, Vancouver.

*National Association of Marine Engineers of Canada:* Mr. D. McKeown, Business Agent, Vancouver; Mr. F. E. McLeod, Agent, Vancouver; Mr. E. Bjarnason, Statistician, Vancouver.

*Shell Canadian Tankers, Limited:* Mr. P. Chaston, Manager Industrial Relations of Shell Oil Company of Canada, Toronto; Mr. E. F. J. Patch, Manager of Transportation and Supplies, Vancouver; Mr. M. MacKenzie, Personnel and Industrial Relations, Vancouver.

The matters under dispute relate to deck officers and marine engineers employed on the MV *Western Shell*, which is engaged in the transportation of oil products on the Pacific Coast.

The number of licensed personnel affected is as follows: *Deck Officers*—4; *Marine Engineers*—3. The Master and Chief Engineer are not involved in the dispute.

The existing contracts of Shell Canadian Tankers, Limited with the Canadian Merchant Service Guild, Incorporated and National Association of Marine Engineers of Canada are in effect from October 1, 1956 and expire on September 30, 1958.

In both agreements the following identical clause occurs:— (Exhibits 1 and 2).

It is agreed however that either party has the right to give the other two (2) months written notice on or subsequent to July 31st, 1957, of its desire to reopen this memorandum of agreement for the purpose of negotiation with respect only to the subject of the rates of pay outlined in Article XI of this agreement. In the event an

During April, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Shell Canadian Tankers, Limited (MV *Western Shell*), Vancouver, and National Association of Marine Engineers of Canada, Inc., and Canadian Merchant Service Guild, Inc.

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Richard Mahoney and Elwyn Hopkins, both of Vancouver, nominees of the company and unions respectively.

The text of the report is reproduced here.

agreement in this connection is not reached within two months from the date notice is received, this entire agreement shall be open for renegotiation.

In accordance with the provisions contained in the before-mentioned clause both the Canadian Merchant Service Guild, Incorporated and the National Association of Marine Engineers of Canada notified Shell Canadian Tankers, Limited in writing of their intention to open the agreements for the purpose of discussing the wage structure. At joint conferences held later between the parties concerned the unions made the following requests:—

1. Increase in wages rates for all licensed personnel as follows:—

	Present Rate per month	Union Pro-posal per month	Per-centage Increase
First Mate—			
Second Engineer	\$419.00	\$525.00	25.3
Second Mate—			
Third Engineer .	\$373.00	\$466.00	24.9
Third Mate . . . . .	\$327.00	\$433.00	32.4

2. Reclassification of vessel on a power tonnage basis.

(NOTE: The adoption of this principle would affect the wage structure.)

Both the company and the unions presented briefs of an oral and documentary character. They were ably prepared and informative and were of much assistance to the members of the Board in reaching their conclusions.

After a careful consideration of the evidence submitted the Board recommends as follows:—

1. That the present agreements between the Canadian Merchant Service Guild, Incorporated and the National Association of Marine Engineers of Canada with Shell Canadian Tankers, Limited be extended so as to expire on December 31, 1959.

2. That an increase of thirteen (13) per centum be granted to all licensed personnel based upon the wage scale existing on October 1, 1957 and be effective from that date.

3. That an additional advance of seven (7) per centum be awarded to all licensed personnel based upon the wage rates in

force on October 1, 1957. This increase to be effective from October 1, 1958 and to continue until the expiry of the extended agreements.

4. The present wage rate being paid to the third officer on the MV *Western Shell* is \$327.00 per month. It is the view of the members of the Board that this rate is below the average prevailing for third officers on vessels of a similar type engaged in the transportation of oil products operating on the Pacific Coast. The opinion of the Board is that the basic wage for the rating involved should be raised to \$340.00 per month. It is recommended that any increases in the wage structure mutually agreed upon should be based upon the higher wage rate.

5. The Board has given serious consideration to the requests of the representatives of the unions for the reclassification of this vessel on power-tonnage basis. The problem is one that is quite involved and will require the most careful investigation and consideration. It is probable that such inquiry will need several months to determine a solution. In the circumstances the Board, therefore, strongly recommends that a joint committee be established to make a thorough and comprehensive inquiry as to the most efficient method of reclassification of the vessel affected. It is further recommended that the committee consist of four (4) members, two (2) to be chosen by the unions concerned and two (2) appointed by the company. The committee should be prepared to submit its report to both parties within a period of six (6) months of its establishment.

The Board commends the amicable relations which exist between the parties concerned and which have prevailed for many years. It also appreciates the courtesy displayed to the members of the Board during the sittings.

Respectfully submitted,

(Sgd.) E. HOPKINS,  
Member.

(Sgd.) R. A. MAHONEY,  
Member.

(Sgd.) F. E. HARRISON,  
Chairman.

# Report of Board in Dispute between

Canadian National Railways (Pacific Coast Service) and  
Canadian Pacific Railway Company (British Columbia  
Coast Steamship Service)

and

National Association of Marine Engineers of Canada, Inc.,  
and Canadian Merchant Service Guild, Inc.

The members of the Board of Conciliation appointed to deal with the above-cited dispute are Mr. R. A. Mahoney, employers' nominee, Mr. E. Hopkins, nominated by the unions involved, and Mr. F. E. Harrison, Chairman.

Sittings of the Board with the parties concerned were held jointly and separately at Vancouver, B.C., on November 27, December 17, 1957, January 8, 10, April 3, 9, 15 and 24, 1958. The parties were represented as follows:

*Canadian National Railways (Pacific Coast Service)*: Mr. G. A. MacMillan, Superintendent of Canadian National Steamships Limited; Mr. L. V. Wilson, Assistant Superintendent of Canadian National Steamships Limited.

*Canadian Pacific Railway Company (British Columbia Coast Steamship Service)*: Mr. W. L. Jacobson, Supervisor, Contract Negotiations, Montreal; Mr. Harry Tyson, Superintendent of British Columbia Coast Steamship Service; Capt. P. J. Batten, Assistant Superintendent; Mr. E. J. Marsh, Accountant, British Columbia Coast Steamship Service; Mr. D. B. Prentice, Superintendent Engineer, British Columbia Coast Steamship Service.

*Canadian Merchant Service Guild, Incorporated*: Capt. E. W. Meadows, Representative; Capt. Jack Leonard, Representative; Capt. J. N. Meredith, Union representative; Capt. J. Selbie, Union representative.

*National Association of Marine Engineers*: Mr. Denis McKeown, Agent; Mr. F. E. MacLeod, Business Agent; Mr. S. Gaskill, Union representative; Mr. James Beacham, Union representative; Mr. J. McKay, Union representative; Mr. E. Bjarnason, Statistician.

The separate agreements relating to wages and working conditions between the Canadian Pacific Railway Company (BCCSS) and the Canadian Merchant Service Guild, Inc. and the National Association of Marine Engineers of Canada expired on September 1, 1957. Similar contracts between the Canadian National Steamships Limited and the two unions involved also expired upon that date.

The Canadian Merchant Service Guild requested that changes be made in the following clauses relating to the renewal of the contract (Exhibit 2):—

- Annual Vacations
- Statutory Holidays
- Overtime Rates
- Classification of Vessels
- Welfare Plan
- Duration of Agreement
- Wages.

The National Association of Marine Engineers of Canada presented a master agreement (Exhibit 8), the provisions of which they asked should be inserted in a new contract with both the Canadian Pacific Railway Company (BCCSS) and the Canadian National Steamships Limited.

The Marine Engineers held further conversations with representatives of the two companies concerned and, as a result, submitted a list of alterations in a proposed new agreement similar to that presented by the Canadian Merchant Service Guild, Inc.

The Board has given careful thought to the submissions, both oral and written,

During April, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways (Pacific Coast Service), and Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian Merchant Service Guild, Inc. and National Association of Marine Engineers of Canada, Inc.

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, R. Mahoney and E. Hopkins, both of Vancouver, nominees of the companies and the unions respectively.

The majority report which, under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Mahoney. The minority report was submitted by Mr. Hopkins.

Texts of the majority and minority reports are reproduced here.

offered by the parties involved and is appreciative of the information it has received. It has been most helpful in reaching conclusions which we are hopeful will enable both parties to reach a mutually satisfactory settlement of the matters at issue. We feel that we would be remiss if we did not make reference to the amicable relations that have existed among the parties involved over the past several years. The members of the Board are unanimous also in expressing their appreciation of the courtesy extended to them during our deliberations.

The reconciliation of opposing views in regard to the matters at issue has not been an easy task. However, the Board has given much consideration to the submissions offered and recommends as follows:—

1. *Classification of Vessels*: The Board has given serious consideration to the requests of the representatives of the unions for the reclassification of these vessels on power-tonnage basis. The problem is one that is quite involved and will require the most careful investigation and consideration. It is probable that such inquiry will need several months to determine a solution. In the circumstances the Board, therefore, strongly recommends that a joint committee be established to make a thorough and comprehensive inquiry as to the most efficient method of reclassification of the vessels affected. It is further recommended that the committee consist of four (4) members, two (2) to be chosen by the unions concerned and two (2) appointed by the company. The committee should be prepared to submit its report to both parties within a period of six (6) months of its establishment.

2. *Welfare Plan*: That the Welfare Plan should be that which is now in force and effect between the two companies involved and other employees in the various branches of their services.

### 3. *Annual Vacation*:

(a) Employees who terminate their employment with less than twelve (12) months service to their credit shall be granted vacation pay at the rate of 2 per cent of their earnings while employed.

(b) Employees after twelve (12) months of accumulated or continuous employment shall be allowed one (1) week's annual vacation with pay. In subsequent years, if in continuous employment, they will be granted two (2) weeks' annual vacation with pay for the preceding twelve (12) months since completion of the last vacation year.

(c) If not in continuous employment, they shall be in subsequent years allowed

annual vacation on the basis of one (1) day's annual vacation with pay for each month worked during the preceding twelve (12) months since completion of the last vacation year.

(d) Annual vacation shall be granted at the convenience of the company.

4. *Statutory Holidays*: That the Masters, Deck Officers and Marine Engineers shall be allowed the following statutory holidays—New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

If not convenient, and they are called upon to work on any or all of the seven (7) days specified, or in the event Masters, Deck Officers or Marine Engineers are on weekly leave or annual vacation with pay on any or all of the seven (7) holidays specified, they shall later be allowed equivalent leave with pay.

5. *Wages*: That an increase of twelve (12) per centum be granted by the Canadian Pacific Railway Company (BCCSS) and Canadian National Steamships Limited to all licensed personnel based upon the existing wage structure and to be effective from September 1, 1957.

That an additional advance of seven (7) per centum be awarded to all licensed personnel based upon the wage rates in force prior to September 1, 1957. This increase to be effective from September 1, 1958 and to continue until the expiry of the new agreements.

6. *Overtime Rates*: The regular overtime rate for licensed personnel covered by this agreement shall be time and one-quarter for all time worked in excess of eight (8) hours in any one day or for any time worked outside of a spread of ten (10) hours in any one day.

7. *Termination*: That new agreements be entered into between the parties concerned for a period dating September 1, 1957 and expiring December 31, 1959.

Respectfully submitted,

(Sgd.) R. A. MAHONEY,  
Member.

(Sgd.) F. E. HARRISON,  
Chairman.

### MINORITY REPORT

After careful study of all aspects of both the Deck and Engineer Officer's requests and the Company's reaction to the same requests, I, the undersigned, agree with the recommendations of the other two members of the Board with the exception of the overtime and wage structure.

In these regards my observations are as follows:

(1) *Overtime*: The overtime premium as calculated at present in this particular industry are much less than those accepted in all other industries in Canada; I therefore strongly recommend that all overtime be paid on the basis of time and one half the hourly rate for actual hours worked. In doing so, I deny the union's request for double time but consider time and one half a fair and just compromise.

(2) *Basic rate of pay*: My associates on the Board were reluctant to accept the union's proposal to classify the vessels on the power-tonnage basis as a means of adjusting the wage scale and we have sought other means to this end.

The merits of this method of classifying ships has been proved in neighbouring and other countries for many years. This is a far cry from the present "hit or miss" contradictory way of setting the wage scale.

Because of the broad scope this classification system embodies, a thorough study of the proposal should be made by a board qualified to judge from a technical as well as economic viewpoint.

In an effort to derive at a fair wage award other than by power-tonnage, I would like to draw to your attention the findings and recommendations of my associates and myself in six prior boards, which in each case we unanimously agreed on rates of pay plus all other conditions.

The percentage increases awarded by these companies to their Officers up to June 1956 had remained virtually at parity with that of the CPR-B.C. Coast Service and Canadian National Steamships for a decade as will be shown in the following, where six coastal ships' wage increases are chosen as a typical cross-section.

(1) *MV Standard Service* (Tanker 1324 gross tons).

(2) *SS Prince George* (5812 gross tons).

(3) *SS Queen of the North* (2731 gross tons).

(4) *SS Princess Joan* (5251 gross tons).

(5) *SS Princess Elaine* (2125 gross tons).

(6) *SS Princess Marguerite* (5911 gross tons).

*MV Standard Service*: (omitting June 1956 \$39.00 average increase)

	Total in-						
	1-12-48	1-7-50	1-7-51	1-7-52	1-6-53	1-6-55	
2nd	\$268	\$20.00	\$36.00	\$29.50	\$21.00	\$15.00	\$121.50
3rd	235	20.00	32.00	25.50	19.00	13.00	109.50
4th	205	20.00	33.00	25.00	17.00	12.00	105.00

*MV Standard Service* percentage increase from Dec. 1948 to June 1955:

2nd Engr. 1st Officer	121.50 × 100 = 45.3%
	268
3rd Engr. 2nd Officer	108.50 × 100 = 46.6%
	235
4th Engr. 3rd Officer	107.00 × 100 = 52.2%
	205
Average increase from 2nd engineer to 4th engineer	$\frac{45.3+46.6+52.2}{3} = 48\%$

#### *SS Prince George*:

	Total				
	1-12-48	1-1-51	1-3-52	1-3-53	1-9-55
2nd	\$275.00	\$63.00	\$20.00	\$37.00	\$120.00
3rd	240.00	60.00	18.00	37.00	115.00
4th	230.00	64.00	16.00	25.00	105.00

Percentage increase from December 1948 to September 1955.

2nd Engr. 1st Officer	120.00 × 100 = 43.6%
	275
3rd Engr. 2nd Officer	115.00 × 100 = 49.9%
	240
4th Engr. 3rd Officer	110.00 × 100 = 47.8%
	230
Average % increase from 2nd engineer to 4th engineer	$\frac{43.6+47.9+47.8}{3} = 46.4\%$

#### *SS Queen of the North*:

	Total					
	1-12-48	1-1-51	1-3-52	1-3-53	1-9-55	
2nd	\$245	\$25	\$35	\$18	\$32	\$110
3rd	223	25	34	17	21	97
4th	212	25	38	17	23	103

Percentage increase from December 1948 to September 1955.

2nd Engr. 1st Officer	110 × 100 = 44.9%
	245
3rd Engr. 2nd Officer	97 × 100 = 41.8%
	232
4th Engr. 3rd Officer	103 × 100 = 48.5%
	212
Average % increase from 2nd engineer to 4th engineer	$\frac{44.9+41.8+48.5}{3} = 45\%$

#### *SS Princess Joan*:

	Total					
	1-12-48	1-1-51	1-3-52	1-3-53	1-9-55	
2nd	\$261	\$25	\$36	\$27	\$51	\$139
3rd	239	25	35	18	23	101
4th	228	25	34	17	21	97

*SS Princess Joan* percentage increase from Dec. 1948 to Sept. 1955.

2nd Engr. 1st Officer	139 × 100 = 53.2%
	261
2nd Engr. 2nd Officer	101 × 100 = 42.2%
	239
4th Engr. 2nd Officer	97 × 100 = 42.5%
	228
Average % increase from 2nd engineer to 4th engineer	$\frac{53.2+42.2+42.5}{3} = 45.9\%$

#### *SS Princess Elaine*:

	Total					
	1-12-48	1-1-51	1-3-52	1-3-53	1-9-55	
2nd	\$245	\$25	\$35	\$24	\$31	\$115
3rd	228	25	34	17	21	97
4th	217	25	33	17	23	98

Percentage increase from December 1948 to September 1955.

2nd Engr. 1st Officer .....	115	$\times 100=46.9\%$
	245	
3rd Engr. 2nd Officer .....	97	$\times 100=42.5\%$
	228	
4th Engr. 3rd Officer .....	98	$\times 100=45.1\%$
	217	
Average % increase from 2nd engineer to 4th engineer	46.9+42.5+45.1=44.8%	
	3	

*SS Princess Marguerite:*

1-12-48	1-1-51	1-3-52	1-3-53	1-9-55	Total increases
2nd \$278	\$37	\$39	\$21	\$50	\$147
3rd 245	30	36	19	35	120
4th 234	30	35	18	33	116

Percentage increase from December 1948 to September 1955.

2nd Engr. 1st Officer .....	147	$\times 100=52.8\%$
	278	
3rd Engr. 2nd Officer .....	120	$\times 100=49\%$
	245	
4th Engr. 3rd Officer .....	116	$\times 100=49.5\%$
	234	
Average % increase from 2nd engineer to 4th engineer	52.8+49+49.5=50.4%	
	3	

Such were the conditions up to June 1956 where parity was practically retained as shown:

MV *Standard Service* and *Prince George* 48—46.4=1.6% in favour of *Standard Service*.

MV *Standard Service* and *Princess Joan* 48—45.9=2.1% in favour of *Standard Service*.

MV *Standard Service* and *Queen of the North* 48—45=3% in favour of *Standard Service*.

MV *Standard Service* and *Princess Elaine* 48—44.8=3.2% in favour of *Standard Service*.

MV *Standard Service* and *Princess Marguerite* 50.4—48=2.4% in favour of *Princess Marguerite*.

On June 1, 1956 (a date open for wage re-adjustment for the tankers but not for the CPR-BCCS) an amount of \$40, \$39, and \$38 respectively was awarded the 2nd Engineers and 1st Officers, 3rd Engineers and 2nd Officers and 4th Engineers and 3rd Officers that brought their percentage increases from December 1948 to re-opening of negotiations in September 1957 up to:

2nd Engr. 1st Officer .....	(121.5+40)	$\times 100=60.2\%$
	268	
3rd Engr. 2nd Officer .....	(108.5+39)	$\times 100=63.1\%$
	235	
4th Engr. 3rd Officer .....	(107+38)	$\times 100=70.7\%$
	205	
Average % for all tanker Officers	60.2+63.1+70.7=64.6%	
	3	

This award created a differential of:

MV *Standard Service* and SS *Prince George* 64.6—46.4=18.2%.

MV *Standard Service* and SS *Queen of the North* 64.6—45=19.6%.

MV *Standard Service* and SS *Princess Joan* 64.6—45.9=18.1%.

MV *Standard Service* and SS *Princess Elaine* 64.6—44.8=19.8%.

MV *Standard Service* and SS *Princess Marguerite* 64.6—50.4=14.2%.

These higher percentages are all in favour of the tankers. This high differential did not exist up to June 1, 1956.

It is also noted that on this date an increase was awarded the unlicensed personnel of both the tankers and the CPR-BCCS, but not an equal amount, the tankers receiving about \$15.00 and the CPR-BCCS about \$10.00, which amounts to two thirds the tanker award. There must be a specific reason for this inequality (of which I am not aware), otherwise it would not have been accepted by the union. This could reasonably be assumed to exist in the case of the Officers as well.

Therefore, to remain consistent and bearing in mind the relative increase awarded the unlicensed personnel in June 1956, I strongly recommend that the company reject the proposal agreed to by my associates on the Board and first adjust all rates by  $\frac{2}{3} \times \$39.00 = \$26.00$  then apply 13% effective September 1, 1957 and an additional 7% effective September 1, 1958. Both increases to be based on the rates in effect after the \$26.00 adjustment has been applied.

All other points agreed to by my associates are to the best of my knowledge fair and reasonable.

I wish to extend my thanks to the companies and the unions for the manner in which they co-operated in placing their various arguments before the Board. I further thank Mr. Harrison and Mr. Mahoney for their assistance on many occasions.

All of which is respectfully submitted.

(Sgd.) E. HOPKINS,  
Member.

Vancouver, B.C.  
April 21st, 1958

# Report of Board in Dispute between

Deluxe Transportation Limited, North Bay

and

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

The Conciliation Board appointed in the above matter, consisting of Mr. R. R. Elliott, Mr. A. G. Hearn of Toronto, Ont., and Mr. J. W. McNutt of North Bay, Ont., met the parties at the city of North Bay, Ont., on January 17 and 18, 1958, and in the City of Toronto, Ont., on March 7, 1958, and a quorum of the Board met with the union at Toronto, Ont., on March 24, 1958.

The parties were represented as follows:

*For the company:* Mr. John Palangio, President, North Bay, Ont.; Mr. D. Crozier, Comptroller, North Bay, Ont. (on March 7 only); Mr. John Palangio, Jr., Personnel Manager, North Bay, Ont.; Mr. Kenneth MacDonald, Claims Manager, North Bay, Ont.; Mr. Lloyd Roy, Operating Manager, North Bay, Ont. (on January 17 and 18 only); Mr. Jas. Fitzpatrick, District Traffic Manager, Toronto, Ont. (on March 7 only); Mr. Geo. E. Wallace, QC, Counsel, North Bay, Ont.

*For the union:* Mr. I. J. Thomson, Representative, Central Conference, Toronto, Ont.; Mr. John Robinson, Director of Research, Toronto, Ont.; Mr. Geo. DePencier, Committeeman, North Bay, Ont.; Mr. Stanley Gray, Committeeman, Toronto, Ont.; Mr. M. Seguin, Committeeman, Sudbury, Ont.; Mr. George Mallory, Committeeman, North Bay, Ont.

The case on behalf of the union was conducted by Mr. I. J. Thomson and Mr. John Robinson, and for the Company by Mr. Geo. E. Wallace, QC.

At the sittings, the evidence, the full submissions, and the arguments of the parties dealing with all of the matters in dispute, were heard. A full opportunity was given to members of the Board, and representatives of both parties, to ask questions and general discussions ensued. All of the proposals submitted were fully examined and discussed. Both parties were encouraged to make any further representations they felt necessary for the presentation of their case.

The matter of "Wages" presented by far the greatest problem. The company claimed inability to meet the union terms on wages at the present time. The union arguments were based on existing rates and conditions in the area.

After considering all of the matters before us and the positions of the parties on the matters of wages and existing rates in the area, the Board are of the opinion that an over-all agreement could be reached on the following suggestions:

That the parties enter into a collective agreement for a period of (1) one year from April 1, 1958 on the general terms of the existing agreement between the several transport companies and the various locals of the Teamsters' Union in the Province of Ontario; said agreement being negotiated through the Motor Transport Industrial Relations Bureau, excepting on the points of wages and union security.

On the two excepted matters, the Board recommends the following:

## Wages

It is the unanimous opinion of the Board that the following rates of pay should be established on the dates outlined as maximum rates, and that the parties should meet and work out the spread between the maximum rate and the minimum including time arrivals.

Apr. 1, July 1, Oct. 1, Jan. 1,  
1958 1958 1958 1959

### Dockmen

North Bay, Ont.	1.21	1.25	1.29	1.34
Toronto, Ont. ..	1.52	1.52	1.52	1.52
Sudbury, Ont. ..	1.35	1.45	1.52	1.52
Montreal, Que. .	1.35	1.41	1.41	1.41

### Peddle Run, City Drivers, Checkers

North Bay, Ont.	1.29	1.33	1.37	1.41
Toronto, Ont. ..	1.61	1.61	1.61	1.61
Sudbury, Ont. ..	1.41	1.47	1.53	1.61
Montreal, Que. .	1.41	1.45	1.50	1.50

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Deluxe Transportation Limited, North Bay, Ont., and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of R. R. Elliott, Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members, J. W. McNutt, North Bay, Ont., and Albert Hearn, Toronto, nominees of the company and union respectively.

The text of the report is reproduced here.

*Highway Drivers:* April 1, 1958 to June 30, 1958 —05.75 cents per mile;

July 1, 1958 to March 31, 1959 —06.00 cents per mile;

*Double Tandem Drivers:* April 1, 1958 Differential rate of 0.35 cents per mile to be added to regular rate of 05.75 cents per mile.

It should be appreciated these rates are lower than those existing in the area and will remain so till January 1, 1959.

#### *Union Security*

It is the majority report of the Board, (Mr. J. W. McNutt dissenting), that the parties should incorporate in the agreement a formula whereby all present employees who are members of the union must pay dues as a condition of their continued employment. New employees after their probationary period must also as a condition of continued employment sign an authorization for dues deduction. Present employees not now members of the union would not have to pay dues as a condition of employment. Mr. McNutt recommends a voluntary check-off of dues, revocable after twelve months.

The Board further recommends that this matter be reviewed in the light of the Bureau Agreement on the anniversary date of this agreement.

We further recommend that a revocation period be provided on the check-off authorization within (30) days prior to the expiration date of the Agreement.

We desire to express our appreciation to those attending the sittings whose efforts contributed greatly in assisting the Board to arrive at the above stated conclusions and for the able presentations, sincerity and frankness of Mr. Wallace for the Company and Mr. Thomson and Mr. Robinson for the Union.

Dated at Toronto, Ontario, this 28th day of March, 1958.

(Sgd.) R. R. ELLIOTT,  
*Chairman.*

(Sgd.) A. G. HEARN,  
*Member.*

(Sgd.) J. W. MCNUTT,  
*Member.*

## Canadian Railway Board of Adjustment Releases Decisions in Six Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decision in four cases heard March 11 and two cases heard April 8.

The first case concerned the claim of an engineer for extra mileage for deadheading; the second, the claim of an agent-operator, who was affected by the relocation of buildings and facilities necessitated by the St. Lawrence Seaway development, for compensation for loss of house, fuel and light perquisites; and the third and fourth cases, the claims of two firemen for extra compensation for services rendered. The fifth case concerned the claim for reinstatement of a train order operator who was relieved from duty because of his physical inability to perform certain work that the company affirmed, but the union denied, was part of the normal duties of his position. The sixth case involved a claim by the union that road switcher rates should be paid to train crews manning a mixed train service on a certain stretch of line, instead of the rate for mixed train service which they were being paid.

In the first and fourth cases the contention of the employees was sustained; in the fifth, partly sustained. In the third

case the contention of the employees was not sustained. The second and sixth cases were referred back to the opposing parties for further negotiation.

The six disputes and decisions are summarized here.

**Case No. 698**—*Dispute between the Chesapeake and Ohio Railway (Pere Marquette Division) and the Brotherhood of Locomotive Engineers concerning the claim of an engineer for 42 miles additional deadhead.*

An extra engineer was called in turn on August 12, 1957 to deadhead from St. Thomas to Sarnia. He was ordered to travel partly by bus and partly by Canadian National train. The total distance was 74.5 miles, for which he was allowed 75 miles.

The distance between St. Thomas and Sarnia over Chesapeake and Ohio lines is 117 miles. Quoting Rule 62(a) of the current agreement, which says, "An engineer deadheading by bus or automobile will be paid under this rule as if deadheaded by train," the employees contended that the engineer should be paid for the 42-mile difference between 117 and 75 miles.



The company contended that the phrase "as if deadheaded by train" meant deadhead via any train route the carrier may elect to use. It also contended that it had the prerogative of deadheading an engineer via auto or bus instead of by rail, provided that the mileage via rail was allowed. Before the London and Port Stanley Railway discontinued passenger service between St. Thomas and London in February 1957 it had been customary for engineers who deadheaded between St. Thomas and Sarnia to go by that railway and the Canadian National, a distance of 75 miles.

The company further contended that this latter rail route was accepted and in current use for deadheading when the present agreement came into effect, and that it had the right to substitute bus travel by the London and Port Stanley Railway when passenger service was discontinued on that line.

The contention of the employees was sustained.

**Case No. 699**—*Dispute concerning the Canadian National Railways (Central Region) and the Order of Railroad Telegraphers regarding the claim of the union that in closing the agency at Wales, Ont., and opening a new agency to serve the same community at Ingleside, Ont., the company is obligated to provide house, fuel and light perquisites at Ingleside.*

The St. Lawrence Power Project and Seaway development necessitated the diversion of the company's main line between Cardinal and Cornwall, with consequent relocation of buildings and facilities. Among the stations relocated was Wales.

House, fuel and light had been included in the current wage scale as perquisites for the position of agent-operator at Wales. The company believed that at the new location, Ingleside, it was no longer necessary for the agent to be available except during his assigned hours of duty, and, as other living accommodation could be obtained in the new locality, that house, fuel and light could properly be discontinued. It therefore made no provision for living quarters in or near the new station.

The company contended that since the name Ingleside had been adopted for the new community, instead of the old name Wales, it was necessary to abolish the position of agent-operator at Wales and establish a new station for the agent at Ingleside.

The company further contended that in accordance with a rule in the current agreement it was entitled to add to the agent's salary an amount of \$15 a month in lieu

of house, fuel and light. It also argued that since the position at Wales had been abolished, the union had no ground for contending that the house, fuel and light perquisites should be "continued".

The employees in their contention asserted that dwelling, fuel and light perquisites had always been considered part of an agent's wages.

The Board, remarking that the circumstances surrounding the claim were most unusual, nevertheless stated that as the present incumbent of the position of agent at Ingleside had bid on and accepted the position at Wales on the understanding that he would receive dwelling, fuel and light perquisites in addition to salary, he was entitled to compensation for the loss of these perquisites. It then recommended that the parties confer together to decide what the compensation should be, and referred the case back to the parties for further consideration.

**Case No. 700**—*Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the claim of a fireman for compensation in excess of that allowed by the Company.*

A fireman reported for duty at 6.00 a.m. and the engine left the shop track at 7 o'clock. From 7.50 until 5.05 p.m. the train serviced the mines and industries in the Crowsnest-Burmis area, then ran the 79 miles to Lethbridge, during which run it switched four cars at Fort MacLeod. It arrived at the outer main track switch at Lethbridge at 8.10 p.m., the engine was placed on the shop track at 8.40 and the fireman went off duty at 9.10 p.m.

The fireman claimed a total of 227 miles, made up as follows: 132 miles based on the hours from 6.30 a.m., when he reported for duty, until 5.05 p.m., when the train left Burmis; 79 miles running from Burmis to Lethbridge; 4 miles switching at Fort MacLeod; 6 miles final detention, 8.10 to 8.40 p.m.; and 6 miles final inspection, 8.40 to 9.10 p.m.

The company allowed the fireman compensation for 183 miles: 14 hours and 40 minutes on duty at 12½ m.p.h., which exceeded the miles actually run.

The Brotherhood supported the claim for 227 miles with the contention that the fireman had worked under work train conditions between Crowsnest and Burmis for 10 hours and 35 minutes, when work train orders were annulled at Burmis.

The Company contended that the use of the work train order was solely for the

purpose of facilitating the industrial switching required between Crownsnest and Burmis, and that no work train service was performed. The fireman had been paid under freight conditions because this was the service for which he was ordered and was the only service performed on the trip. "The type of train orders issued is strictly an operating matter and has nothing whatever to do with the method of payment under the agreement," the Company contended.

The contention of the employees was not sustained.

**Case No. 701**—*Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the claim of a fireman for payment for a new day for a second trip from the initial terminal.*

A fireman on freight service was ordered at 1.00 p.m. to switch and make a round trip. His train did not leave the terminal until 6.45 o'clock. On his return at midnight he was sent on a second trip leaving 45 minutes later. He claimed a new day for the second trip but was paid on a continuous time basis.

In their contention, the employees cited an article in the agreement reading: "Should fireman be used out of initial point after completing a day, a new day will commence." This rule applied, the union argued, inasmuch as the fireman had worked 11 hours and 45 minutes from the time ordered before beginning the second trip.

The Company contended the agreement did not provide for payment of a new day because he had not completed a day in road time as specified in another article which reads: "Road miles will be the distance from the outer main track switch or designated point at the initial terminal, to the outer main track switch or designated point at the final terminal. Road time will commence when payment for initial terminal time stops, and will end when payment for final terminal time begins."

The Board sustained the contention of the employees.

**Case No. 702**—*Dispute between the Quebec North Shore and Labrador Railway and the United Steelworkers of America concerning the employment status of a train order operator.*

On January 11, 1957, a train order operator, while on his annual vacation, wrote to the chief dispatcher stating that he was in the hospital for an operation and would not be able to return to work

for at least two months. Near the end of February he wrote again saying the operation was successful and he would report for duty about the end of April.

On May 18, 1957, the operator reported at the chief dispatcher's office with a letter quoting his doctor's permission to perform light work only. "I understand that my regular work as an operator is considered as light work. The doctor wants me to pass another examination by the end of July," the letter stated.

The operator was permitted to return to work on May 22, following an examination by the company's doctor, with the understanding expressed in the above letter.

On May 24, the company's entire telephone system broke down because of cable damage. When the operator came on duty, following the breakdown, he informed the company's agent that he could not drive the company pick-up truck to call crews because of his physical condition.

The superintendent then wrote the operator: "If you are to work your assignment, you must be able to do all of the work normally required of that assignment." The superintendent also asked the operator to reply stating what he planned to do.

The operator replied: "I am authorized by the doctor to perform office work only; he also specified to me that it was very important to not ride in trucks, otherwise it might carry complications in my case causing another operation." A relief operator was provided.

Later the same day, the superintendent advised the operator that he was relieved from duty "until such time as you are physically able to perform all the work normally required of your assignment".

In subsequent correspondence with a union official, who had written requesting the operator's reinstatement with pay, the superintendent pointed out that the operator had not been suspended or discharged but was on sick leave. The request for reinstatement with pay was declined.

Later the operator was ordered to report for a physical re-examination and, after the examination, to arrange for "proper" leave if he was unable to return to service. "Otherwise you will be considered absent without leave," the operator was warned.

The operator reported for the medical examination but did not arrange leave of absence, informing the superintendent that his union was now handling the case. To this, the superintendent replied that the operator himself would have to arrange for leave of absence, as "this is not a proper matter to handle with your organization".

On July 4 the superintendent sent a notice to the operator of an investigation to be held the next day. The investigation was held but the operator failed to appear.

Following the investigation the superintendent advised the operator on July 12 that he had been penalized with 50 demerit marks and suspension "until management can be assured of your willingness to properly obey the rules and instructions".

When the company again declined to reinstate the operator with pay, the union referred the grievance to the Board of Adjustment.

The driving of the pick-up was not part of an operator's duty, the union asserted. The union contended, too, that the investigation July 5 had been uncalled for and its findings unfair.

The union declared the operator had actually been suspended on May 24 and was entitled to reinstatement with pay for time lost since that date.

The company contended it was a duty of their train order operators to call crews and, if necessary, to use the company vehicle to do so. It argued that the operator was relieved May 24 only because of his "self-judged" physical condition and that he was not suspended or disciplined in any way at that time but had "disqualified himself". His suspension, it said, depended entirely on his attitude concerning his employment, and the discipline assessed was not a bar to the operator's return to service.

The Board found both parties had adopted an unreasonably rigid and unyielding attitude, and that several months' delay in processing the grievance had been caused by union officers' being busy elsewhere. A part of the responsibility for loss of earnings could therefore be borne by each. The discipline of 50 demerit marks and suspension was not justified, nor was the refusal of the employee to attend the investigation.

The Board sustained the contention of the union to the extent that the employee was to be reinstated with seniority unim-

paired, and paid up for 50 per cent of his lost time at schedule rate, and the 50 demerit marks removed from his record.

**Case No. 703—Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen concerning a claim by the union that road switcher rates should be paid to train crews assigned to mixed trains that operate on turn-around basis within a radius of 30 miles.**

The Brotherhood of Railroad Trainmen contended that crews assigned to mixed trains between Trois-Rivières and Gran'Mere should be paid road switcher rates, in accordance with an article of the current agreement, because they operate on turn-around basis within a radius of 30 miles, instead of being paid under the provisions of another article covering mixed train service, which the Company contended was applicable to this service.

The Company contended that the heading "Road Switcher Service" and the wording of the article showed that the character of the service it was intended to apply to was concentrated switching operation in road service within an area of 30 track miles. The Company further stated that:

"The assignments in question perform limited switching, none of which is industrial, and only make stops to set off and/or to lift a car or cars, the majority of trips or combinations of trips in the separate assignments not making sufficient stops or switches, or a combination of both, to make the conversion rate applicable."

The Board in its decision said that the article cited by the Brotherhood used the word "assignments" without specifically defining what assignments were intended. Since the parties differed in their opinion regarding the application of the article, the Board recommended that the case be referred back to the parties to decide definitely, with examples to illustrate if necessary, exactly how the rule should apply.

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## 1957 U.S. Strike Activity Lowest Since Second World War

Strike activity in the United States during 1957, as measured by the number of workers involved and the number of man-days lost, reached the lowest point since the Second World War, according to a report published in the U.S. *Monthly Labor Review* for May.

The total of 1,390,000 workers rendered idle by stoppages which began during the year was 10 per cent less than in 1954, the previous low-record year since the war, and a quarter less than in 1956.

# LABOUR LAW

## Legal Decisions Affecting Labour

Ontario High Court refuses company's application for order quashing arbitration board's decision and, in another decision, considers duty of Labour Relations Board to deal with certification applications

The Ontario High Court refused a company's application for an order to quash a decision of a board of arbitration under its collective agreement. The company's contention that the dispute was not arbitrable was rejected.

In another decision, the Ontario High Court refused to quash a certification order issued by the Canada Labour Relations Board, but at the same time issued a mandatory order directing the Board to consider another application for certification received on the day of the hearing of the earlier application.

### Ontario High Court . . .

. . . upholds jurisdiction of board of arbitration to entertain grievances submitted by the union

On January 22, 1958 Mr. Justice Wells of the Ontario High Court dismissed an application made by the United Steel Corporation Limited in *certiorari* proceedings for an order quashing a decision of a board of arbitration.

The application was made to quash the decision on the ground that there was no jurisdiction conferred on the board of arbitration by the collective agreement to decide the matters submitted to it. The Court in rejecting the application held that the arbitration board had the jurisdiction which the majority of its members thought it had.

In the reasons for his decision Mr. Justice Wells recalled the following circumstances of the dispute.

In 1956 a collective agreement was made between Canadian Mead-Morrison Division of the United Steel Corporation Limited (Welland) and the United Steelworkers of America, Local 2766.

In a dispute between the company and the union, a board of arbitration was appointed to consider certain grievances, notice of which was filed by Local 2766 of the United Steelworkers of America.

On November 27, 1956, at the opening of the arbitration hearing, an objection

was taken by the company to the jurisdiction of the board of arbitration on the ground that none of the grievances were arbitrable as all were union grievances, whereas the collective agreement made no provision for arbitration of union grievances and confined the jurisdiction of the board to employee grievances on the one hand and management grievances on the other.

The majority decision of the Board (Chairman and union's nominee) made on November 28, 1956<sup>1</sup> held that the Board had jurisdiction to deal with the matters submitted to it.

Following the decision of the board the company made an application to the Court for an order by way of *certiorari* quashing the decision of the arbitration board on the ground that it had no jurisdiction to decide the matters submitted to it.

Mr. Justice Wells examined, in the agreement in question, the provisions as to employee disputes and arbitration and also the provisions concerning management grievances, and found that in all these provisions there was none giving the union, which was a party to the agreement, a right to lodge what is commonly called "a policy grievance", that is, a grievance which relates to the violation of the agreement generally. This kind of grievance was simply not dealt with in the collective agreement.

In the opinion of the Court the issue at bar was governed by the provisions of the Labour Relations Act. Section 32 provides as follows:

S. 32 (1) Every collective agreement shall provide for the final and binding settlement by arbitration, without

<sup>1</sup>Reported in *Labour Arbitration Cases*, Vol. 7, at p. 174.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

stoppage of work, of all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable.

- (2) If a collective agreement does not contain such a provision as is mentioned in subsection 1, it shall be deemed to contain the following provision:

Where a difference arises between the parties relating to the interpretation, application or administration of this agreement, including any question as to whether a matter is arbitrable, or where an allegation is made that this agreement has been violated, either of the parties may, after exhausting any grievance procedure established by this agreement, notify the other party in writing of its desire to submit the difference or allegation to arbitration and the notice shall contain the name of the first party's appointee to an arbitration board. The recipient of the notice shall within five days advise the other party of the name of its appointee to the arbitration board. The two appointees so selected shall, within five days of the appointment of the second of them, appoint a third person who shall be the chairman. If the recipient of the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a chairman within the time limited, the appointment shall be made by the Minister of Labour for Ontario upon the request of either party. The arbitration board shall hear and determine the difference or allegation and shall issue a decision and the decision shall be final and binding upon the parties and upon any employee affected by it. The decision of a majority shall be the decision of the arbitration board, but if there is no majority the decision of the chairman shall govern.

- (3) If, in the opinion of the Board, any part of the arbitration provision including the method of appointment of the arbitrator or arbitration board is inadequate, or if the provision set out in subsection 2 is alleged by either party to be unsuitable, the Board may, on the request of either party, modify any such provision so long as it conforms with subsection 1, but until so modified the arbitration provision in the collective agreement or in subsection 2, as the case may be, shall apply.

The company argued that while there was no provision in the agreement dealing with an alleged violation of the agreement except as to employee or management

complaints, the only way in which coverage of a union complaint could be established was by application to the Labour Relations Board under S. 32 (3).

Mr. Justice Wells did not accept this contention. In his opinion, because there was no provision for arbitration of union complaints, the provisions of S. 32 (2) become operative and the collective agreement must be deemed to contain the provision set out in S. 32 (2) of the Act. Once it was accepted that the provision of S. 32 (2) is to be deemed to be contained in the collective agreement, then there was ample jurisdiction in the clause set out in the statute to submit the matters which the arbitration board dealt with to arbitration and, in the opinion of the Court, as the result of this, the board had the jurisdiction, which the majority of its members thought it had, to deal with the matters submitted by the union. The Court dismissed the company's application with costs. *United Steel Corporation Ltd. v. The United Steelworkers of America, Local 2766 et al*, (1958) 12 DLR (2d) 322.

#### Ontario High Court . . .

. . . holds Labour Relations Board failed to perform statutory duty to hear certification application

On December 13, 1957 the Ontario High Court, acting on the application of the International Union of Mine, Mill and Smelter Workers, issued a mandatory order directing the Canada Labour Relations Board to consider the application for certification presented by that union.

Mr. Justice Wells in his reasons for judgment related the circumstances of the dispute, as follows:

On July 18, 1957 the United Steelworkers of America made an application to the Canada Labour Relations Board for certification of a unit of employees of Can-Met Explorations Ltd.

On July 26, 1957, the International Union of Mine, Mill and Smelter Workers dispatched a letter to the Chief Executive Officer of the Canada Labour Relations Board, indicating their desire to intervene in respect of the application made by the Steelworkers.

In the exchange of letters that followed between the Board and the mineworkers union, the union stated the grounds for intervention, indicating that the employees claimed by the application for certification were not members in good standing of the union, that the majority of employees in the bargaining unit were not in support of the application and that the bargaining unit was not appropriate.

On August 7, 1957, the Board acknowledged, by letter, the receipt of this notice of intervention and indicated that if a hearing was to be heard, notice of the time and place of the hearing would be given the parties. Under the same date the Board dispatched a telegram to the mineworkers union notifying it that the Board would hear the parties concerned at 11 o'clock a.m. on Wednesday, August 14, at Ottawa.

Subsequently, under date of August 13, an application for certification by the International Union of Mine, Mill and Smelter Workers was made to the Board. The Board received this application on the morning of August 14 just prior to the hearing scheduled for the application for certification made by the Steelworkers.

At the hearing on August 14 the application of the mineworkers union was not dealt with. In this respect the chairman of the Board said:

...At the present time, at this hearing, the only application we are dealing with is the application of the United Steelworkers. Your application came in yesterday. That is an application which still has to be dealt with in the ordinary course of events. It came in today, as a matter of fact, and as far as the Board is concerned, it is not dealing with that and it will not attempt to deal with that application at the hearing today.

On August 19, 1957 the Board certified the United Steelworkers of America as the bargaining agent for the employees of Can-Met Explorations.

Following this decision the mineworkers union applied to the Court for an order that the certification order issued on August 19, 1957 be quashed on the ground that the Board had no jurisdiction to make the order for the reason that there was no evidence before the Board that the majority of the employees in the unit were members in good standing of United Steelworkers of America pursuant to the Industrial Relations and Disputes Investigation Act and the Rules and Regulations made thereunder, and other grounds as counsel may advise and the Court may permit.

A further application was made that the Court make an order by way of *mandamus* directing the Board to determine whether the unit in respect of which an application for certification was made by the International Union of Mine, Mill and Smelter Workers on August 14, 1957 was appropriate for collective bargaining.

In the opinion of the Court the matters under consideration were governed by the provisions of the Industrial Relations and Disputes Investigation Act.

After examining the powers of the Board in dealing with an application as defined by Section 9, Mr. Justice Wells noted that the time for making an application for certification as a bargaining agent is defined by Section 7 of the statute, which reads in part:

- S. 7 (1) A trade union claiming to have as members in good standing a majority of employees of one or more employers in a unit that is appropriate for collective bargaining may, subject to the rules of the Board and in accordance with this section, make application to the Board to be certified as bargaining agent of the employees in the unit.
- (2) Where no collective agreement is in force and no bargaining agent has been certified under this Act for the unit, the application may be made at any time.

Section 61 dealing with the powers of the Board provides in subsection 2:

- S. 61 (2) A decision or order of the Board is final and conclusive and not open to question or review but the Board may, if it considers it advisable so to do, reconsider any decision or order made by it under this Act, and may vary or revoke any decision or order made by it under this Act.

Referring to subsection 2, Mr. Justice Wells noted that in the present state of authorities, if the Canada Labour Relations Board acted within the jurisdiction conferred upon it by the statute, *certiorari* does not lie and the Court has no jurisdiction to quash any order made by the Board.

The Court proceeded first with the application to quash the order of August 19 certifying the United Steelworkers as the bargaining agent.

The Court was not concerned whether the Board's decision was correct or incorrect, on the evidence it had before it. The powers and methods of investigation granted to the Board by subsection 4 of Section 9 of the Act are of the widest and most general nature. The chief objection raised by the mineworkers union was based largely on the contention that the employees on whose behalf the application was made by the steelworkers union were not in fact members of that union. In the opinion of the Court this question was one for the Board itself to determine (S. 61) and its decision in this respect is final and conclusive for all purposes of the Act.

It is not for the Court to decide whether the Board was right or wrong in its decision, but only to come to the conclusion from the certificate issued on August 19, that the Board was of the opinion that the employees, for whom the application was

made on behalf of the United Steelworkers, were members of the union and were employees of the company concerned, and the Board had full authority and power to determine this. Consequently the Court dismissed the application to quash the certification order of August 19.

Next the Court dealt with the application for *mandamus* directing the Board to consider the application for certification submitted by the mineworkers' union.

Mr. Justice Wells noted that it is quite clear from the transcript of proceedings taken before the Board that the application for certification of the mineworkers' union was not dealt with at the hearing on August 14.

In his opinion that application which was received by the Board on the morning of August 14 was made in time, pursuant to the term of Section 7 of the Act, because at the time it was made to the Board there was no collective agreement in force and no bargaining agent had been certified under the statute. Subsequently the judge

added that it was the Board's statutory duty to act pursuant to the powers and duties given it by Section 9 and concluded: "In my view it failed to carry out its statutory duty in that respect and has not, in fact, carried it out as yet."

The Court issued a mandatory order directing the Board to consider the application of the International Union of Mine, Mill and Smelter Workers as of August 14, 1957, pursuant to the Industrial Relations and Disputes Investigation Act.

The Court did not consider it necessary to quash the certification order before making the mandatory order. Mr. Justice Wells was of the opinion that if the Board after it has carried out its statutory duties, should come to the conclusion that the application of the Mine, Mill and Smelter Workers Union should be acceded to, then pursuant to Section 10 of the Act any order then made would have the effect of vacating their previous order of August 19. *Thibault et al. v. Canada Labour Relations Board et al.*, (1958) 12 D.L.R. (2d), Part 3, p. 150.

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## Recent Regulations under Provincial Legislation

Quebec raises minimum wages of certain forestry workers, employees of municipal, school corporations. Manitoba raises mothers' allowances

In Quebec, a new forestry order was issued which, in addition to setting new minimum rates for employees on a fixed wage basis, provided for a 2-per-cent vacation allowance upon termination for all employees who work at least 75 days in a four-month period for the same employer and a weekly rest for employees with a regular work week. Another order raised minimum wages in municipal and school corporations.

Regulations under the Manitoba Child Welfare Act were revised with the result that a family consisting of one parent and a child three years or under may now be granted up to \$102 a month.

### Alberta Coal Mines Regulation Act

Regulations under the Alberta Coal Mines Regulation Act setting out requirements for shock blasting were gazetted on March 31 as Alta. Reg. 82/58.

Shock blasting, by which is meant the "firing of more than one shot in coal at a working place in an underground mine," may not be carried on without the written permission of the Director of Mines.

If a district or split in an underground mine is subject to sudden outbursts of gas

or coal, the owner or manager may apply to the Director for permission to carry out shock blasting, giving full particulars of the reasons for the application.

On receipt of the application, the Director may require additional information or he may grant permission to carry out shock blasting, laying down whatever conditions he considers advisable.

Before operations begin, however, the district inspector and the owner or manager must draw up a set of safety rules, which must be approved by the Director, who may make additional rules if necessary.

If shots are fired from the surface no person may be in the mine at the time. When shots are fired from a permanent underground firing station, only the shot-firer and his assistant may remain in the district.

Where shock blasting is carried on under these regulations, Sections 246 and 250 of the Act dealing with signalling and communications in a shaft are suspended.

### Manitoba Child Welfare Act

Regulations under the Manitoba Child Welfare Act revising the allowances payable on behalf of bereaved or dependent

children were gazetted on March 29 as Man. Reg. 19/58, replacing regulations issued last year (L.G., June 1957, p. 721).

Under the Act, an allowance is payable with respect to "a child who, because of the death of both parents, or the death of the father, or confinement of the father in a hospital for mental diseases, or the total and permanent physical disability of the father, is likely to suffer because of a lack of means to have proper care supplied".

The allowance is payable only in respect of a child 14 years or under, but may be continued if a child is not capable of self-support because of mental or physical incapacity. An allowance may also be continued at the discretion of the Director of Public Welfare in the case of a child attending school.

The former regulations fixed maximum monthly allowances varying from \$51 for a family with one parent and one enrolled child up to \$150 for a family with one parent and seven or more enrolled children. Out of these maximum monthly allowances provision had to be made for food and clothing, rent or, in lieu of rent, interest, taxes, etc., and operating expenses, within the limits specified. An extra allowance was also provided for winter fuel.

The new regulations do not fix maximum monthly allowances for a family unit, however. Instead, they set out maximum monthly allowances for food, clothing, shelter, utilities, fuel and household and personal needs, the allowances for food and clothing taking into consideration the age of the child. The regulations also give the Director authority to grant up to \$180 a year to meet an extraordinary need.

As previously indicated, the allowances for food are established on an age basis, ranging from \$11 for a child three years and under up to \$23 for an adult in a family of two beneficiaries. The allowance will be reduced, however, where a family consists of five or more persons.

Clothing allowances also vary according to the age of the beneficiary. The allowance for an adult and for a child 12 to 18 years is \$5 a month. The maximum for children 7 to 11 years is \$4 and for those 6 years and under \$3 a month.

As regards shelter allowances, the regulations now provide that actual rent up to a maximum of \$55 a month may be paid. In lieu of rent, up to \$20 a month may be allowed for taxes, insurance or minor repairs, plus whatever may be approved by the district office supervisor for principal and interest on a mortgage and for major repairs.

From October to May, up to \$19 a month may be granted to a family in an unheated house and up to \$15 to a family living in unheated rooms. The maximum allowance for utilities is \$5 a month.

A family that in the opinion of the Director has no income may be allowed up to \$10 a month for household and personal needs.

Special rules have also been set out with respect to allowances payable on behalf of children not residing with a parent.

As a result of these changes, a family unit consisting of one adult and a child three years or under may now receive up to \$102 a month, whereas under the former regulations the maximum was \$51.

The requirements for enrolment are substantially the same as before. One difference is that a child may now be out of the province for three months before an allowance is cancelled.

### **Quebec Minimum Wage Act**

Two revised minimum wage orders governing forestry workers and employees of municipal and school corporations, an amendment to the general minimum wage order, and a renewal order, made by the Quebec Minimum Wage Commission on February 12 and approved by O.C. 341 of April 17, were gazetted on April 26, to take effect that day.

The revised forestry order, Order 39 (1958), while it left piecework rates unchanged, established new general hourly, daily and weekly rates for other workers and provided for weekly rest and vacation pay for some employees. Order 41 (1958) brought minimum wages of employees of municipal and school corporations back into line with those set under the general minimum wage order issued last year (L.G., June 1957, p. 727). The fourth order renewed until May 1, 1959, the three orders issued last year, namely, Order 4 (1957), the general minimum wage order; Order 40 (1957), the order governing hotels, restaurants, hospitals and nursing homes; and Order 3 (1957), the order providing for vacations with pay.

### **Order No. 39 (1958), Forest Operations**

In keeping with the trend evidenced last year when the general order was revised, the new forestry order has been rearranged and simplified. Instead of six categories of workmen, each one with subdivisions, the new order has five, thereby eliminating 16 minimum rates.

Another difference is that, except in the case of pieceworkers, rates are no longer set on an occupational basis. The determining factor now is the extent to which an employee's hours of work are verifiable.



Order 39 (1958) also differs from the former order in several other respects. In the new order, the regular work week is 54 hours instead of 60. Two new benefits have also been introduced, the order requiring employees with a fixed work week to be given a weekly rest and providing for a 2-per-cent vacation allowance upon termination of employment.

The coverage of the order is more expressly set out than formerly, the order applying to the following operations: logging, by which is meant the cutting, transporting and loading of wood on boats or railroad cars and the barking and bucking of wood before loading; forest improvement undertakings such as the construction and maintenance of roads, camps, dams, pillars and loading and driving facilities and the thinning-out of trees, the drainage and irrigation of the soil; reforestation, and driving operations. For the first time, caterers working in connection with any of the operations listed above are specifically covered.

Contractors, subcontractors and jobbers are included in the definition of employer for the purposes of the order.

The exemptions are also more specifically set out than previously. Persons employed in wood processing plants other than saw-mills producing lumber for logging operations are not covered, nor are employees who transport lumber outside the forests. The order also exempts farmers, the employer's consort, persons working in forest colonies, emergency fire fighters, and employees covered by a collective agreement under the Labour Relations Act, if the wages and working conditions established by the agreement are generally better than those set out in the order.

#### *Hours*

The revised order sets a regular work week of 54 hours for all employees except: pieceworkers, cooks, kitchen help, camp guardians, stablemen, dam and gate guardians, fire fighters and persons engaged in boat-loading operations. The latter are deemed to have no regular work week and consequently are not entitled to overtime. The previous order fixed a 60-hour regular work week for apprentices and incapacitated persons, drivers and sorters in driving operations and persons engaged in cutting pulpwood, firewood, and sawlogs who were employed on a fixed wage basis. Other employees were considered to have no fixed work week.

#### *Wage Rates*

As indicated above, a new method of fixing rates has been adopted. Special daily rates are no longer set for employees engaged in driving operations, in auxiliary

work around camps or in cutting pulpwood, firewood and sawlogs. Instead, the revised order, while continuing to set out special provisions for pieceworkers and inexperienced persons, establishes only three minimum rates for other employees, the determining factor being the extent to which hours are controlled. Employees whose hours of work per hour are verifiable must now be paid a minimum of 75 cents an hour. For those whose hours of work per day cannot be verified, the minimum is now \$7 a day. The rate for employees without a regular work week is \$42 a week.

As is customary, special provisions are again set out for inexperienced or handicapped workers whose output is below normal. Instead of a single minimum wage of \$5.20 a day based on a 60-hour week, the revised order provides for two minimum rates. One, an hourly minimum of 50 cents, applies to inexperienced or handicapped employees whose actual working time is verifiable and whose regular work week is 54 hours. The other, a daily minimum of \$5, governs employees in this category who have no regular work week or whose hours of work cannot be verified.

The same quota is imposed as formerly, the order providing that the number of inexperienced and handicapped workers may not exceed 20 per cent of the total number of employees in the camp.

The piecework rates, which, as previously indicated, are unchanged, apply to employees engaged in cutting pulpwood, firewood and sawlogs. For pieceworkers in pulpwood operations, the rate varies from \$5.40 per 100 solid cubic feet for lengths of from 4' to 6' to \$2.45 for 16-foot lengths for all wood except aspen and poplar and from \$4.15 to \$1.90 for aspen and poplar. For wood measured by the cord, the minimum is \$3.55 for aspen and poplar and \$4.60 for other wood.

Employees engaged in cutting firewood must still be paid at least \$4.60 per cord for wood 4 feet in length. For bolts of any other length the rate, as before, varies from \$3.75 to \$1.70 per 32 square feet of piling surface, depending on the length of the log.

The minimum for cutting sawlogs varies from \$7.45 to \$4.95 per 1,000 board feet. The rate for wood measured by the cord remains \$4.60 and for wood measured in solid cubic feet the rate is \$5.40 per 100 s.c.f.

Employees engaged in cutting pulpwood and sawlogs are again allowed an additional amount for peeling.

In all cases, the piecework rates apply to the quantity of marketable timber accepted by a culler as defined in the Quebec Cullers' Act.

As formerly, employees engaged in cutting sawlogs or in pulpwood operations who do not do the preparatory work usually assigned to such workers may be paid at a lower rate provided the rate is stipulated in the engagement contract, and is not less than a daily minimum, which has been raised from \$5.20 to \$7.

#### *Overtime*

The revised order has the same definition of overtime as before, all hours worked in excess of the regular work week. For most forestry workers other than pieceworkers, this now means all time worked beyond the regular 54-hour week.

Employees paid on an hourly basis and not governed by a collective labour agreement are entitled to their regular rate for overtime, which may not be less than the prescribed minimum. The same is true of other forestry workers, except that employees paid on a weekly, monthly, or yearly basis and receiving \$54 or more a week are not entitled to overtime.

This is a higher minimum standard than in the former order in that the regular work week has been reduced and it would appear that more employees would be on a fixed work week than formerly.

#### *Deductions*

A few minor changes were made in the provisions with respect to deductions. The maximum deduction for board and lodging remains \$1.50 a day. Employers are again forbidden to charge for the use of blankets but may now deduct for lost bedding equipment or blankets not returned, provided the rates are mentioned in notices and pay statements.

Although the 40-cent fee for laundering certain specified articles of clothing has been dropped, deductions for laundering may still be made if a price list is posted in the employees' living quarters.

All employees except pieceworkers or jobworkers must be provided with the necessary tools and equipment at the employer's expense. However, an employee may now be charged for safety garments not returned as well as for tools lost.

As formerly, the Order provides that horses must be fed and shod at the employer's expense.

The following other deductions are again permitted, deductions imposed by an Act or court order; cash advances made to workers; the price of goods sold, provided a price list is posted in a conspicuous place in the camp building.

#### *Weekly Rest and Vacation Allowances*

For the first time, a weekly rest provision is set out for these employees, the revised order providing that every employee

with a regular work week must be given a weekly rest of 24 consecutive hours or two periods of 18 hours each.

Another departure is the provision respecting paid vacations. Every forestry worker is now entitled to 2 per cent of his earnings, provided he works at least 75 days within a four-month period for the same employer. This qualifying period, however, does not apply to employees laid off. The vacation allowance is payable on departure. For a 12-month work period the allowance must be paid between May 1 and June 1 each year.

#### *General Provisions*

Before beginning operations, an employer must send the Commission written notice of his plans, at the same time requesting copies of this Order for posting in his camps.

As previously, an employer must see that an employee signs a contract showing the conditions of employment before he starts to work. As well as specifying the basis of payment and the wage rate, the contract must now indicate whether the employee is classified as an inexperienced or handicapped worker. One copy must be given to the employee immediately and another forwarded to the Commission upon termination.

The Order again provides that an employee must be reimbursed for his transportation expenses en route, including board and lodging, with the employer being permitted to claim for such services any sum specified in the hiring contract. The provision permitting employers to withhold payment of such expenses from employees hired on a fixed wage basis who voluntarily quit their jobs within 15 days of being hired provided such terms were written into the employment contract has been dropped, however.

Employers engaged in forestry operations are now obliged to maintain a work record system similar to those required under other orders. The records are to be kept for at least six years and particulars must be forwarded to the Commission upon request. Each record must show in respect of each employee: name and address, occupation, date of commencement of employment, pay period, total number of hours worked, overtime, wage rate and wages earned, deductions, take-home pay, and, where applicable, information regarding vacations. Particulars respecting hours and overtime need not be recorded in the case of an employee without a fixed work week nor in the case of a worker on a fixed weekly, monthly or annual salary whose weekly wage is \$54 or more, because, as

previously noted, such an employee is not entitled to overtime.

Several changes were noted in the provision respecting pay statements. One is that the Commission is no longer authorized to grant exemptions from this requirement. Another is that an employee is entitled to receive a pay statement every pay period as well as on departure. Also, the new order requires additional information, providing that the following particulars must be shown on every statement: the employee's name and address; the pay period; the total number of hours worked, including overtime; the wage rate and wages earned; the amount of earnings, if a pieceworker or a jobworker, and the basic rate specified in the engagement contract; the deductions, and take-home pay. However, pay statements of persons earning \$54 or more a week and paid a fixed weekly, monthly or annual salary need not show hours worked, as these employees are not entitled to overtime. Under the previous order, the pay statement was required to show gross earnings, wage scale, deductions and the number of days worked and present in camp.

Like most other orders, Order 39 has a provision requiring an employer to post all regulations, orders or documents sent to him by the Commission.

#### **Order 41 (1958), Municipal and School Corporations**

Order 41 (1958) brings minimum wages of employees of municipal and school corporations whose hours of work are verifiable back into line with those set by Order 4 (1957), the general minimum wage order governing the majority of unorganized workers in the province. From 1953, when Order 41 was last revised (L.G. 1953, p. 903), until last year, minimum wages of experienced and inexperienced workers had been the same in both orders. Minimum wages in municipal and school corporations fell behind, however, when Order 4 was revised last year (L.G., June 1957, p. 728).

As well as raising rates, the revised order also redefined zone boundaries to conform with those under Order 4. In keeping with the trend, Order 41 was also simplified, some of the special rates for school corporations having been eliminated.

As formerly, the order covers all employees of municipal and school corporations to whom the Minimum Wage Act applies, except persons governed by another order.

#### *Zones*

For the purposes of the order the province is again divided into three zones. The zone boundaries have been redrawn, how-

ever, to conform with those established last year under the general minimum wage order. Zone 1, as before, comprises the City of Montreal and the municipalities totally or partially situated on Montreal Island; Zone 2, which formerly consisted of Quebec City and the section of Number 5 industrial area outside the city limits and cities or towns with a population of 10,000 or more, has been extended to include all centres with a population of 6,000 or more except those in Zone 1; Zone 3 covers the remainder of the province.

#### *Hours*

Although wage rates have been brought into line, the "regular work week", by which is meant "the number of hours in a week beyond which any time worked must be paid for at an increased rate" continues to be longer than that set for most employees under the general order. The work week of the majority of employees of municipal and school corporations is 54 hours, whereas under Order 4, minimum wage rates are generally based on a 48-hour week.

As formerly, a longer work week is set for some employees, motor vehicle chauffeurs and their helpers being permitted to work up to 60 hours in a week without the payment of overtime. The regular work week of firemen, policemen and firemen-policemen is 72 hours. In Zones 1 and 2, the working hours of such employees may average 72 hours a week over a consecutive two-week period but may not exceed 144 hours in two weeks except in cases of extreme emergency.

Some employees are again deemed to have no regular work week and are therefore not entitled to overtime pay. Except for the addition of telephone operators in Zone III, the list is the same as before and includes: employees employed at work conditioned by the tide; caretakers with lodgings furnished; persons engaged in snow-clearing operations; employees and their helpers operating power shovels, bulldozers, snogos, or similar vehicles; persons whose hours of work are not verifiable; school attendance officers and teachers.

#### *Minimum Wages*

Minimum wages of employees of municipal and school corporations continue to be established on an hourly basis, with the usual exceptions for certain employees without a fixed work week, namely, caretakers, secretaries, attendance officers and teachers for whom weekly or monthly rates are set. Instead of three general categories, however, there are now four, experienced employees (except those covered by special

provisions), watchmen, inexperienced employees, and office boys and messengers.

Unless otherwise provided for, the minimum wages of experienced employees of municipal and school corporations have been increased by 9 cents to 60 cents an hour in Zone 1, 55 cents in Zone 2 and 50 cents in Zone 3, the same as under the general order.

Watchmen, whose rates were lower under the previous order, must now be paid the same minimum as experienced employees, namely, 60 cents in Zone 1, 55 in Zone 2 and 50 cents in Zone 3. This means that, proportionally, these workers received a greater increase than other employees governed by the order.

Inexperienced employees, by which is meant apprentices and persons doing unskilled work or work that does not require training whose output is less than that of a skilled worker, are now entitled to 45 cents an hour in Zone 1, 40 cents in Zone 2 and 35 cents in Zone 3. These rates are 15 cents less than those set for experienced workers. As before, a quota is imposed, the number of inexperienced workers in any establishment being limited to 20 per cent of the total number of employees.

Instead of classifying them as inexperienced employees as formerly, the new order sets out special provisions for office boys and messengers, fixing minimum wages of 40 cents in Zone 1, 35 cents in Zone 2 and 30 cents in Zone 3. Although the new rates are 5 cents an hour less than those of inexperienced employees, they nevertheless represent a gain for office boys and messengers, their previous minimum having been 30, 25 and 22 cents, depending on the zone.

Weekly rates are again set for caretakers continuously supervising their employer's establishment who are provided with free lodgings on the premises. These have now been increased from \$18 in Zone 1, \$16 in Zone 2 and \$15 in Zone 3 to \$30, \$25, and \$20, respectively.

As before, monthly rates are set for secretaries of local municipal corporations whose hours of work are not verifiable, the rates varying according to the population. Zone boundaries, previously disregarded, are again taken into consideration, the minimum being \$150 in Zone 1 and \$120 in Zone 2. Four rates are set for secretaries in Zone 3, ranging from \$30 a month in municipalities with a population of 300 or fewer to \$80 in centres with a population of from 1,501 to 6,000. Formerly, seven rates were set, ranging from

\$20 a month in a community of 250 persons or fewer to \$110 in cities with a population of 10,000 or more.

In county municipalities, the minimum has been raised from \$40 to \$60 a month, regardless of the zone or the number of hours worked.

#### *Overtime*

The overtime provisions are unchanged, overtime again being regarded as any time worked in excess of the regular work week, or, in the case of employees paid by the month or half-month, hours worked beyond the hours fixed for the regular working month or half-month. The "regular working month" is calculated by multiplying the number of hours in the regular work week by  $4\frac{1}{2}$  or, if there are 31 days in the month, by  $4\frac{1}{2}$ . Similarly, the "regular working half-month" is established by multiplying the number of hours in the regular work week by  $2\frac{1}{4}$  or, in a month of 31 days, by  $2\frac{1}{4}$ .

For employees paid by the hour and not governed by a collective agreement the overtime rate is one and one-half times the regular rate and any provision in an individual labour contract for a lower overtime rate is forbidden.

For employees not in the above category, the overtime payment must be at least time and one-half the minimum rate. As formerly, employees on a fixed weekly, monthly or yearly wage and receiving, even when not working a full week, \$50 a week in Zone 1 and \$45 in Zones 2 and 3 are not entitled to overtime rates.

Firemen, policemen, and firemen-policemen in Zones 1 and 2 being permitted to work up to 144 hours in a consecutive two-week period, the order again sets out a special overtime rate for these employees. In addition to the wages payable to them for their regular hours, they must be paid at least \$1 an hour for time worked beyond the prescribed limits. This provision does not apply to police chiefs, chief firemen or chief firemen-policemen or to their assistants, however.

#### *Other Provisions*

Except that it is not limited to employees with a fixed work week, the weekly rest provision is the same as that of Order No. 39 described above.

Employees of municipal and school corporations are still not entitled to a vacation with pay or to a vacation allowance, no provision having been made either in this Order or in Order No. 3 (1957), the order governing vacations.

*(Continued on page 654)*

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in March about 4 per cent higher than number in February and 30 per cent above March 1957 total, statistics\* show. Claimants on "live" file decline in month

The number of initial and renewal claims for unemployment insurance benefit in March was 253,338, about 4 per cent higher than the 243,907 recorded in February and 30 per cent above the March 1957 total of 195,224.

These figures approximate the numbers of new cases of recorded unemployment among insured persons, because those separating from employment and wishing to draw benefit are required to file either an initial or a renewal claim. Invariably a certain number of initial claims are taken on behalf of persons exhausting their benefit and wishing to be considered for establishment of a subsequent benefit period. Such claims do not constitute new cases.

Reflecting usual seasonal movements, the count of persons having a claim for unemployment insurance benefit in the "live" file on March 31 declined from February 28. On March 31, a total of 859,639 persons had a claim for benefit in the live file, compared with 869,349 on February 28. On March 29, 1957 the total was 558,811. These totals include seasonal benefit claimants numbering 235,051, 209,384 and 103,414 respectively, comprising 27 per cent, 24 per cent and 19 per cent of the total claimants on the dates specified.

Thus, claimants for regular benefit having a claim in the live file declined by about 35,000 during March, whereas seasonal benefit claimants increased by some 26,000. This change in the composition of the claimant group as between regular and seasonal claimants may be attributed partly to the fact that claimants exhausting their regular benefit have payments extended under the seasonal benefit.

Claimants classed as "postal" constituted 42 per cent of total claimants on March 31 compared with 41 per cent on February 28.

### CORRECTION

The note on page 283 of the March issue referring to regular and seasonal claims and payments was incorrect as regards Table E-1, which since the new Act came into force has covered seasonal as well as regular payments during the period when seasonal benefit was applicable. Regarding Table E-3, in the past during this period the column relating to renewal claims filed covered regular claims only, while the column relating to claims disposed of as "not entitled to benefit" referred to claims for regular benefit only, without reference to whether or not such claimants were entitled to seasonal benefit. This column now shows the numbers of claimants not entitled to either seasonal or regular benefit.

Seasonal claimants on March 31 were 50 per cent postal as against 39 per cent of regular claimants in this category.

The duration of time on claim at March 31 shows considerable change in comparison with the previous month and the same month last year. The following table gives the percentage of all claims in the live file at each date according to the number of weeks continuously in the live file:

Percentage distribution of claimants by duration on the register (weeks).

	2 or less	3-4	5-8	9 and over
March 1957 . . . .	21	10	16	53
February 1958 . .	17	9	21	53
March 1958 . . . .	16	8	14	62

One in eight persons having a claim in the live file on March 31 had been continuously on claim for a period of 21 weeks

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-5 at back of book.

or over. Contiguous periods of regular and seasonal benefit do not cause a break in the cumulative count of the number of weeks on claim.

While male claimants outnumber females by about four to one, the proportion of males tends to increase with the length of time on claim. At the extreme upper category (over 20 weeks), however, the ratio of males to females is just under three to one.

Initial and renewal claims adjudicated during March numbered 250,271; of these, 224,471 were considered entitled to benefit. Initial claims adjudicated totalled 178,232, of which some 7 per cent were found to be unable to fulfil the minimum contribution requirements for either regular or seasonal benefit.

The amount of benefit paid during March was at a record level of \$72.4 million, considerably above the \$63.3 million paid out in February and about 64 per cent higher than the \$44.1 million paid out in March 1957. The average weekly payment was \$21.48 in March, \$21.51 in February and \$21.08 in March 1957.

#### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March show that insurance books or contribution cards have been issued to 5,060,167 employees who have made con-

tributions to the Unemployment Insurance Fund since April 1, 1957.

At March 31 employers registered numbered 301,516, a decrease of 623 since February 28.

#### Enforcement Statistics

During March, 5,415 investigations were conducted by enforcement officers across Canada. Of these, 3,594 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 238 were miscellaneous investigations. The remaining 1,583 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 106 cases, 13 against employers and 93 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 978\*.

#### Unemployment Insurance Fund

Revenue received in March totalled \$21,327,216.42† compared with \$18,913,645.02 in February and \$20,735,498.00 in March 1957. Benefits paid in March totalled \$72,358,172.53† compared with \$63,283,994.04 in February and \$44,103,220.14 in March 1957. The balance in the fund on March 31 was \$743,516,135.66†; on February 28 it was \$794,547,091.77 and March 31, 1957, \$874,574,651.66.

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## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1487, April 10, 1958

**Summary of the facts:** The claimant was retired on pension by the Canadian National Railways at the age of 65.

On September 5, 1957, he filed an initial claim for benefit and on the same date applied for the dependency rate in respect of his wife, stating in effect that she had been confined to a mental hospital for the past 37 years and that he had been supporting her all that time by way of supplying her clothing and paying the hospital \$15.00 a month for her maintenance.

The superintendent of collections of the mental institution stated that the provincial daily rate for the maintenance of the claimant's wife was \$2.50, of which the claimant paid 50 cents.

The insurance officer allowed the claim but not at the dependency rate because, in his opinion, the claimant had not proved that his wife was wholly or mainly maintained by him (sections 47 (3) of the Act and 168 of the Unemployment Insurance Regulations).

The claimant appealed to a board of referees on September 19, 1957, stating that when his wife entered the mental hospital in 1920, all he was asked to pay for her maintenance was 50 cents a day. He enclosed also receipts which showed that he had paid the hospital \$30.00 on February 1, March 20, May 21, September

\*These do not necessarily relate to the investigations conducted during this period.

†All figures given for March 1958 are subject to revision.

9, and September 18, 1957. These payments at irregular intervals were at the rate of 50c per day. In addition thereto, he submitted a letter dated March 14, 1957, from the provincial Department of Health and Public Welfare acknowledging receipt of a pair of slippers for his wife.

The board of referees, after having heard the claimant on October 4, 1957, unanimously dismissed the appeal on the grounds that while they felt very sympathetic towards the claimant, he could not be considered to be wholly or mainly supporting his wife within the meaning of the Unemployment Insurance Act.

The claimant's union appealed to the Umpire on October 23, 1957, stating that during the past 37 years the provincial government had assessed the claimant 50 cents a day for his wife's maintenance in the hospital and, in addition to this, he was required to provide her clothing and personal effects, which amounted to \$300.00 a year and that, because of these expenses and those entailed in visiting his wife every two weeks, he should be considered eligible for the dependency rate of benefit.

**Conclusions:** Paragraph 3 (a) (i) of section 47 of the Unemployment Insurance Act reads as follows:—

- (3) For the purpose of this section,
  - (a) a person with a dependent is
    - (i) a man whose wife is being maintained wholly or mainly by him...

This provision is in no way ambiguous. The evidence must show that the husband pays either the whole cost of her maintenance or more than half the actual cost thereof.

The evidence adduced by the claimant shows that at no time prior to his separation from employment did the value of his contribution to his wife's support exceed one half the actual cost of her maintenance. Therefore, as the wife cannot be said to have been wholly or mainly maintained by the claimant, he was not entitled to the dependency rate of benefit. Although I share the sympathy expressed by the board of referees, I can find no valid reason to differ with its unanimous decision.

The appeal is disallowed.

#### Decision CUB-1492, April 14, 1958

**Summary of the facts:** The claimant, married, 26 years of age, filed an application for benefit at a local office of the Commission in Ontario on November 23, 1956 and registered for employment as a salesman. He stated that he had worked in this capacity for a local employer from

February 13, 1956 to November 16, 1956 and had been laid off because he was not producing enough business. The claim was allowed.

The claimant, in March 1957, moved to Alberta and his claim was transferred to a local office in that province.

On June 3, 1957, the claimant was referred to a position in his registered occupation, located some fifty miles from his home. In refusing this work, the claimant explained that he had plans to go to Ontario for a position to commence on July 1, 1957, and he was available only until that date.

In a signed statement to the enforcement officer on June 14, 1957, the claimant declared that he commenced a course at..., Alberta, on March 18, 1957, for the purpose of obtaining his matriculation and that he had been applying himself full-time to his studies. He added that there was nothing to prevent him from leaving his studies at any time in order to take work and that such had been his intention. He repeated his earlier explanation for having refused an opportunity of employment and added, "I have my car and have at all times been available for a job on the road as a salesman. My job for the summer is in Ontario."

In a statement dated June 14, 1957, the principal of the school in question explained that the claimant was taking four subjects, about half a course, and that he would be finished on June 27, 1957. He added, "In view of the lateness when he started, he is taking about half a year's work in a little less than one third of a year, it requires his full-time concentration. I don't see how he could possibly find time to do anything much outside of his steady load. All his classes are in the day, two in the forenoon and two in the afternoon, and he has had to catch up all the prior portion of the year's work in those four subjects."

On June 21, 1957, the enforcement officer reported the interview with the claimant, in part, as follows: "...He has only Grade IX, and according to his statement he came west to both seek employment and to gain an education whereby he could demand more lucrative sales positions. He is writing examinations during the current month. His religion prevents him from working on Saturdays. The religious organization which operates the college has a scholarship which is offered to students who are successful salesmen during the summer. The claimant has contracted to sell books (children's Bibles) under the sponsorship of the organization during the current

summer and he anticipates earning sufficient money to take care of his financial needs while attending the College during the 1957-1958 term."

The insurance officer disqualified the claimant from March 17, 1957, on the ground that he had not proved that he was available for work within the meaning of section 54 (2) (a) of the Act in that he was attending College on a full-time basis during normal working hours. This decision, which created an overpayment of \$286, was communicated to the claimant on June 28, 1957. The insurance officer also disqualified the claimant in the amount of \$113 under section 65 of the Act, on the ground that he had made a false statement or misrepresentation for the purpose of obtaining benefit.

From these decisions the claimant appealed to a board of referees and submitted a second statement from the principal of the college, in which he referred to his statement of June 14, 1957 and added: "My statement that if he were to handle his school work successfully because of the lateness of the time in which he started classes, that he would not be able to work at the same time is still correct. However, my statement is misleading in that I did not know that Mr. S... was ready to discontinue his class work should any work become available..."

The board of referees heard his case on August 28, 1957, and by a majority decision confirmed both disqualifications imposed by the insurance officer. From this decision the claimant appealed to the Umpire.

**Conclusions:** As has been stated in previous decisions, availability for work is not only a subjective matter which is considered in the light of the claimant's intentions and mental attitude towards accepting employment, but it is also an objective matter which must be determined in the light of his prospects for employment in relation to a certain set of circumstances beyond his control or which he has deliberately created (CUB-1138, CUB-1154 and CUB-1161).

In the present case, the claimant moved from a city with an approximate population of 155,000 to a town having an approximate population of 2,700. Almost immediately upon arrival he commenced a full-time course. Although such action was commendable and showed his eagerness to improve his future chances of obtaining employment, it considerably reduced his availability for work, which had already been restricted by the move to a small community.

The presumption of non-availability which is present when a claimant attends a full-time course of instruction has not in this case been rebutted. There is no evidence that while the claimant was attending the course of instruction, he made any effort to obtain employment, and apparently the board was not impressed by the claimant's statement that he was prepared at any time to leave the course in order to accept employment. On the contrary, the evidence, and particularly the fact that the claimant had contracted for summer work, indicate an intention to complete the course.

With regard to the disqualification imposed under section 65 of the Act, as I stated in CUB-1481, I consider that a claimant does not make a false statement or misrepresentation within the meaning of this section by certifying to availability, if as an ordinary individual he would have been justified in so regarding himself, and there is no evidence that he realized he may not have been available within the meaning of the Act.

The claimant's failure to disclose the fact of his full-time attendance at school casts grave doubt on his justification for regarding himself as available for work, but nevertheless there is doubt and it must be resolved in favour of the claimant.

On the facts before me I maintain the majority decision of the board that the claimant failed to prove that he was available for work within the meaning of section 54 (2) of the Act as of March 17, 1957 and direct that the disqualification imposed under section 65 of the Act be removed.

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## Recent Regulations

*(Continued from page 650)*

The general provisions respecting written reports and posting of orders and regulations are the same as in Order No. 39.

The provisions respecting pay statements and records, which are unchanged, are also the same as those set out in Order 39 except for a few minor details. One difference is that particulars respecting hours worked

and overtime are not required if an employee's wages are fixed on a monthly basis, or if he receives \$50 a week or more in Zone 1 or \$45 in Zones 2 and 3, whether paid by the week, month or year. Another is that municipal and school corporations must keep their records for five years instead of six.

*(Continued on page 659)*



# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during April Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 196 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 173 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Central Mortgage and Housing Corporation ..	1	\$ 6,055.00
Defence Production (March Report) .....	87	993,748.00
Defence Production (April Report) .....	74	62,411.00
Post Office .....	12	227,829.21
R.C.M.P. ....	16	141,422.86

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature, and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during April

During April the sum of \$2,648.61 was collected from 11 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 113 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*St John's Nfld:* Newfoundland Engineering & Construction Co, construction of housing units, FP 6/55. *Camp Gagetown N B:* Percy Cogswell, site improvement & planting, DND 50/54. *Saint John N B:* Fowlers Paving Ltd, site improvement & planting, FP 3/56. *Deep River Ont:* Robertson Yates Corp Ltd, construction of staff hotel, AECL 23/57. *Fort William Ont:* J H From, site improvement & planting, FP 3/55. *Hamilton Ont:* Western Ontario Landscaping & Sodding Co, site improvement & planting, FP 4/55. *Petawawa Ont:* Economy Construction Co, construction of housing units & ground services, DND 11/56. *St Thomas Ont:* Carl Schaum, site improvement & planting, FP 5/56. *Windsor & Essex Ont:* Oldcastle Nurseries, \*maintenance of lawns at various projects. *Shilo Man:* J H From, site improvement & planting, DND 3/56. *Jericho Beach B C:* Conniston Construction Co, site improvement & planting, DND 1/55.

### Department of Citizenship and Immigration

*Portage la Prairie Indian Agency Man:* Cobbe's Plumbing & Heating, installation of plumbing & heating systems in auditorium, Portage la Prairie IRS.

### Defence Construction (1951) Limited

*Summerside P E I:* John Inglis Co Ltd, supply & installation of two steam generating units. *Dartmouth N S:* Foundation Maritime Ltd, construction of three magazines bldgs. *Camp Gagetown N B:* Newton Construction Co Ltd, construction of extension to camp ordnance railhead warehouse & outside services; Anric Engineering Co Ltd, construction of gatehouse. *Moncton N B:* Cameron Contracting Ltd, rehabilitation & improvement to heating system, RCAF Station. *Quebec Que:* Rolland Dumont, installation of sewer mains, La Citadelle. *Barriefield Ont:* Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, construction of sports field for RCEME school. *Petawawa Ont:* Leeds Bridge & Iron Works Ltd, supply & erection of structural steel for stores depot, pontoon storage bldgs, etc. *Rockcliffe Ont:* Canadian Comstock Co Ltd, replacement of underground steam lines. *Trenton Ont:* The Tatham Co Ltd, construction of breakwater, RCAF Station. *Rivers Man:* Canadian Pacific Railway Co, \*construction of railway spur. *Saskatoon Sask:* Conrad-Rawlinson Ltd, fire retardant painting of hangars & leantos, RCAF Station. *Edmonton Alta:* Poole Construction Co Ltd, construction of POL bulk storage bldg. *Ralston Alta:* A K Hansen, replacement of steps. *Wainwright Alta:* Burns & Dutton Concrete & Construction Co Ltd, installation of water storage facilities. *Chilliwack B C:* J S Johnson Ltd, construction of sewage

treatment plant & storm & sanitary sewers. *Comox B C*: A & B Construction Co Ltd, construction of control tower, RCAF Station. *Esquimalt B C*: Derry Construction Co Ltd, excavation & painting of oil pipe lines. Colwood; Petersen Electrical Construction Co Ltd, modification to primary distribution system, etc. *HMC Dockyard. Kamloops B C*: J H McRae Co Ltd, modifications to electrical installations in laboratories & explosive storehouses, RCNAD. *Victoria B C*: Farmer Construction Ltd, construction of parade square, Esquimalt Garrison.

### Building and Maintenance

*Greenwood N S*: Rodney Contractors Ltd, supply & installation of steel sash windows in eight hangars RCAF Station; Municipal Spraying & Contracting Ltd, patching & surfacing of roads, RCAF Station. *Camp Gagetown N B*: Norman Phillips & Randolph Gammon, construction of Clones Bridge. *St Hubert Que*: Richelieu Paving Ltd, grading & surfacing, RCAF Station. *Camp Borden Ont*: Clairson Construction Co Ltd, construction of walks, etc, in PMQ & station areas. *Kingston Ont*: Joice-Sweaner Electric Ltd, rewiring & relighting of armouries. *Orleans Ont*: Shore & Horowitz Construction Co Ltd, installation of supplementary water supply, pumping & distribution system. *Trenton Ont*: Brant Construction Co Ltd, interior painting of PMQs, RCAF Station.

### Department of Defence Production

*St John's Nfld*: Grinnell Co of Canada Ltd, installation of sprinkler system in stores section, Bldg No 10, Buckmaster's Field. *Bedford Basin N S*: Bryant Electric Co Ltd, installation of perimeter lighting system, RCN Magazine. *Cornwallis N S*: Canada Catering Co Ltd, catering at *HMCS Cornwallis*. *Shelburne N S*: Kenny Construction Co Ltd, construction of sports field, *HMCS Sheburne*. *Barriefield Ont*: Cardinal Painting & Decorating Co Ltd, interior painting of Bldg B-6, Vimy Barracks. *Weston Ont*: Ugolini Contracting Co Ltd, construction of sewer to service No 1 Supply Depot, RCAF Station. *Shilo Man*: Peter Leitch Construction Ltd, construction of concrete curbs, etc, Military Camp; Oswald Decorating Co, painting of bldgs. *Winnipeg Man*: Red River Construction Co Ltd, repairs to water & sewer lines, RCAF Station. *Holberg B C*: McCready Campbell Ltd, replacement of swimming pool ceiling, RCAF Station. *Kamloops B C*: Inland Painters & Decorators, waterproofing of exterior surfaces of bldgs & boiler house, Transfer Magazine, RCNAD. *Trail B C*: Kootenay Decorators, interior painting of drill hall, armouries.

### National Harbours Board

*Montreal Que*: J G Fitzpatrick Ltd, construction of mess hall, Jacques Cartier Barracks. *Vancouver B C*: Northland Machinery Supply Co Ltd, supply & installation of grain cleaner, elevator No 4. *North Vancouver B C*: Northcoast Forest Products Ltd, installation of concrete culvert, Moodyville.

### National Research Council

*Ottawa Ont*: J E Copeland Co Ltd, construction of extension to bldg M-3, Montreal Road Laboratories; Paul Daoust Construction Ltd, construction of extension to bldg M-13A, Montreal Road Laboratories; Malloff Ltd, construction of foundations to extend bldg M-6, Montreal Road Laboratories.

### Department of National Revenue

*Coulter Man*: G L Holmes, alterations to customs-excise bldg. *Estevan Sask*: F A France Construction Co Ltd, alterations to customs-excise bldg. *Marienthal Sask*: Louis P Marcotte, alterations to customs-excise bldg. *Treelon Sask*: Swift Construction Co Ltd, alterations to customs-excise bldg. *Wild Horse Alta*: Remington Construction Co Ltd, alterations to customs-excise bldg.

### Department of Public Works

*Bay de Verde Nfld*: Chisholm Construction Co Ltd, breakwater reconstruction. *Harbour Grace Nfld*: Babb Construction Ltd, construction of wharf. *Valleyfield Nfld*: Cameron Contracting Ltd, reconstruction of shed. *Souris P E I*: Edward MacCallum, extension of landing. *Summerside P E I*: R T Morrison Co, extension of heating system to east shed, railway wharf. *Vernon River P E I*: Edward MacCallum, wharf extension. *Amherst N S*: Sherman MacKay, alterations & repairs to federal bldg. *Barrington*

*Passage N S*: Arenburg Construction Co Ltd, construction of federal bldg. *Carleton Village N S*: Mosher & Rawding Ltd, construction of breakwater. *Cape Breton Highlands National Park N S*: Diamond Construction (1955) Ltd, construction of bituminous stabilized base course, mile O-15, Cabot Trail. *Dartmouth N S*: The Fundy Construction Co Ltd, construction of marine stores bldg. *Whale Cove N S*: Mosher & Rawding Ltd, construction of breakwater-wharf. *Island River N B*: Comeau & Savoie Construction Ltd, harbour improvements. *Richibucto N B*: Price Construction Ltd, wharf extension. *St Mary's N B*: Modern Construction Ltd, breakwater repairs, Shippigan Island. *Hull Que*: Stanley G Brookes, electrical improvements, Animal Health Station. *Montreal Que*: Allied Building Services Ltd, cleaning interior of customs examining warehouse; S & M Melnyk Landscape Reg'd, removal of garbage & ashes from various bldgs. *Sept Iles Que*: Gulf Maritime Construction Ltd, construction of wharf. *Arnprior Ont*: Adam Laird, alterations to control centre, Bldg No 8, Civil Defence College. *Brantford Ont*: Leo Welkovic Construction, construction of New Credit Central Indian day school No 5, Six Nations Indian Agency. *Chatham Ont*: Wm L Green, interior alterations to federal bldg. *Forest Ont*: Ross Urquhart Construction Co Ltd, construction of addition & alterations to federal bldg. *Hespeler Ont*: Albin Spenner, construction of addition & alterations to federal bldg. *Ottawa Ont*: The Ontario Building Cleaning Co Ltd, restoration of terra cotta facing, Norlite Bldg; Canadian Ice Machine Co Ltd, supply & installation of refrigeration condenser & chiller for animal wing, Food & Drug Laboratory, Tunney's Pasture; Douglas Bremner Construction Ltd, installation of coal handling system, etc, heating plant, Cartier Square; A Lanctot Construction Co Ltd, alterations & electrical work, No 4 Bldg; Edge Ltd, supply & installation of hot water tank, etc, National Museum; Rene Cleroux, supply & installation of hot water storage tanks, etc, "C" Bldg, Cartier Square; Shore & Horwitz Construction Co Ltd, alterations to third & fourth floors, Metcalfe Bldg; Shore & Horwitz Construction Co Ltd, installation of elevator & shaft alterations, East Block, Parliament Bldgs; Unida Plumbing & Heating, alterations to plumbing system, Dominion Bureau of Statistics; J R D'Aoust Reg'd, alterations at RCMP headquarters bldg. *Peterborough Ont*: R S Blackwell & Co Ltd, installation of industrial wired television in Post Office area, Federal Bldg. *Sault Ste Marie Ont*: McLarty Bros & Brodie, construction of floating fenders. *Winnipeg Man*: Peter Leitch Construction Ltd, construction of headerhouse, Science Service Laboratory. *Regina Sask*: Bird Construction Co Ltd, construction of three inspectors' residences for RCMP. *White-wood Sask*: Bird Construction Co Ltd, construction of federal bldg. *Banff National Park Alta*: Mannix-O'Sullivan Paving Co, construction of bituminous stabilized base course, mile 29.5-mile 51, Trans-Canada Highway. *Calgary Alta*: Williams Bros, interior painting of customs bldg. *Coleman Alta*: Holte & Nordlund Construction, construction of post office bldg. *Youngstown Alta*: Seland Construction, construction of post office bldg. *Campbell River B C*: Fraser River Pile Driving Co Ltd, harbour improvements. *Comox B C*: A V Richardson Ltd, construction of federal bldg; Fraser River Pile Driving Co Ltd, breakwater repairs. *Fairview Bay B C*: Saanich Plumbing, installation of electrical outlets on public floats. *Harrison Hot Springs B C*: G & M Construction Ltd, construction of breakwater. *Kelsey Bay B C*: Vancouver Pile Driving & Contracting Co Ltd, harbour improvements. *Kootenay National Park B C*: Dawson, Wade & Co Ltd, construction of bituminous stabilized base course, mile 32-44, Banff-Windermere Highway. *Yoho National Park B C*: Thode Construction Ltd, construction of bituminous stabilized base course, mile 12.0-mile 28.4, Trans-Canada Highway. *Peace Point to West Boundary Wood Buffalo National Park N W T*: Yukon Construction Co Ltd, clearing of brush.

#### Contracts Containing the General Fair Wages Clause

*Goose Bay Labrador*: Royal Canadian Air Force, alterations to bldgs. *Bonavista Nfld*: Babb Construction Ltd, dredging. *Bailey's Brook N S*: R A Douglas Ltd, dredging. *Dingwall N S*: Maritime Dredging Ltd, dredging. *Port Hawkesbury N S*: Port Hawkesbury Marine Railway Co Ltd, repairs to Dredge PWD No 18 & Scows No 179 & No 181. *Buctouche N B*: Denis LeBlanc & Roger LeBlanc, dredging. *Milltown N B*: J R Armstrong, repairs to tower clock, federal bldg. *Asbestos Que*: Ernest Frechette & Fils, alterations to federal bldg. *Hull Que*: Gaston Lavoie Construction Co, alterations to Connor Bldg. *Montreal Que*: The Pestroy Co Ltd, pest extermination in federal bldgs; Automatic Venetian Blind Laundry Ltd, cleaning of venetian blinds in federal bldgs; A Girard Ltee, alterations at 1643 Delorimier St; Canadian Vickers Ltd, construction of dipper arm for Dredge No 130. *Quebec Que*: Clement Monfette Service, electrical repairs at Governor General's quarters. *Sorel Que*: Theode Robidoux Inc, dredging. *Chatham Ont*: Wm L Green, repairs to UIC Bldg. *Collingwood Ont*: T W Scrannage,

interior painting of federal bldg. *Listowel Ont*: Lloyd Siddal, interior painting of federal bldg. *Oshawa Ont*: McNamara Construction Co Ltd, dredging. *Ottawa Ont*: A P Green Fire Brick Co Ltd, repairs to East Block; Edgar Dagenais, alterations to Militia Stores Bldg; Stanley G Brookes, electrical repairs, Norlite Bldg; J C Robinson & Sons, installation of air conditioning, 45 Spencer St; Presley Painting & Decorating, painting & decorating at Tunney's Pasture; J R D'Aoust Reg'd, alterations to No 4 Temporary Bldg; West Disinfecting Co, deodorizing of various bldgs; Edge Ltd, repairs to plumbing, Connaught Bldg; Ottawa Iron Works Ltd, repairs to fire escapes, Elgin Bldg; Marcel Jacques, repairs to No 8 Temporary Bldg; Shore & Horwitz Construction Co, alterations to bldg, Booth St. *Port Arthur Ont*: J P Porter Co Ltd, dredging. *Port Burwell Ont*: Holden Sand & Gravel Ltd, dredging. *Port Hope Ont*: McNamara Construction Co Ltd, dredging. *Whitby Ont*: McNamara Construction Co Ltd, dredging. *Williamsburg Ont*: Schutte's Sash & Door Factory, repairs to counter, Post Office. *Wingham Ont*: The Wallpaper Shop, repairs to & painting of federal bldg. *Winnipeg Man*: Ben F Klassen, repairs to floor, Commercial Bldg. *Saskatoon Sask*: Little Borland Co Ltd, installation of partitions, UIC Bldg; W C Wells Construction, repairs to window, old Post Office bldg. *Edmonton Alta*: R S Miller Painting & Decorating, interior painting of Massey-Harris Bldg. *Vancouver (False Creek) B C*: Vancouver Pile Driving & Contracting Co Ltd, dredging.

### Department of Transport

*Belle Isle Nfld*: Newhook & Morgan Engineering Ltd, construction of storage bldg & related work. *Torbay Nfld*: Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of airport lighting system. *Halifax N S*: The Ellis-Don Ltd, construction of air terminal bldg, Halifax International Airport. *Trenton N S*: Warren Maritimes Ltd, additional airport development. *Lauzon Que*: Geo T Davie & Sons Ltd, \*conversion of DOT No 54 to combined bulk fuel & dry cargo vessel. *Montreal Que*: Douglas Bremner Construction Ltd, construction of District Stores & Northern Shipping Bldg & temporary boiler house at Dorval Airport. *Sherbrooke Que*: Boutin & Freres Enrg, additional airport development. *Toronto Ont*: Dineen Construction Ltd, alterations to apron bldg, Malton Airport; Toronto Dry Dock Co Ltd, \*construction of two non-powered steel barges. *Fort Churchill Man*: Matheson Bros Ltd, construction of tower bases & anchors. *Broadview Sask*: G A Holloway, installation of heating system in R.R. Bldg. *Regina Sask*: Terminal Construction, Division of Henry J Kaiser Co (Canada) Ltd, additional airport development; Northwest Electric Co Ltd, construction of airport lighting facilities. *Calgary Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of raytheon AASR site & related work at airport. *Abbotsford B C*: Columbia Bitulithic Ltd, additional airport development. *Port Hardy B C*: Blakeburn Construction Ltd, additional airport development.

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### Recent Regulations

(Continued from page 654)

#### Order 4 (1957), General Order

Order 4 (1957), the general minimum wage order governing the majority of unorganized workers in the province, was amended by a new provision adding telephone exchanges in Zone 3 to the list of establishments without a regular work week. This means that telephone operators and other persons employed in such places will not be entitled to overtime, which under the Order is obligatory only in establishments with a fixed work week.

#### Correction

In the article on provincial minimum wage orders in the April issue, the sentence beginning at the end of line 23, column 2, page 369 was incorrect. It should read: "A provision in the Employment Standards Act provides that if an employee works on one of the seven named holidays he is to be paid at the rate of one and one-half times his regular rate."

A 1958 amendment to the Act makes it clear that this provision applies throughout the province, not only in urban areas.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, May 1958

The consumer price index (1949=100) declined a slight 0.1 per cent from 125.2 to 125.1 between April and May 1958, to halt the succession of increases that occurred in the first four months of this year\*. The index stands 3.3 per cent above the May 1957 level of 121.1.

An easing in the food index combined with a lower household operation component proved more important than increases in the shelter, clothing and other commodities and services indexes.

The food index registered a decrease of 0.6 per cent from 123.4 to 122.7, as lower prices for eggs and potatoes combined with smaller decreases for some imported fresh vegetables, oranges, coffee, processed cheese and evaporated milk. Sugar prices continued to drift lower and now stand 2 cents per pound below the peak of a year ago. Beef and pork prices continued to advance, particularly beef, with all cuts up more than 2 cents per pound, and sirloin steak touching 95 cents. In contrast to lower prices for oranges, grapefruit prices rose almost 10 per cent.

The decline in the household operation index from 121.3 to 120.7 resulted largely from price declines in both domestic coal and fuel oil. Price increases, all of moderate proportions, were scattered across a wide range of items including dishes, ice, lawnmowers and insurance on household effects.

The shelter index increased from 137.6 to 137.9, with an increase in the homeownership component again more significant than one in rents. The former reflected, in addition to advances in repairs and replacement, higher fire insurance rates on dwellings.

A rise in the clothing index, from 109.8 to 110.0, resulted mainly from increases in women's rayon and cotton street dresses and women's suits. Boy's T-shirts and sport shirts and men's windbreakers were up from the previous month's level. Shoe prices were unchanged.

A sharp increase of almost 12 per cent in automobile insurance rates, together with higher prices for theatre admissions, local transportation fares, men's and women's hairdressing, moved the other commodities and services index from 130.1 to 130.6. New

passenger car prices remained almost unchanged.

Group indexes one year earlier (May 1957) were: food 116.7, shelter 134.2, clothing 108.5, household operation 119.2, and other commodities and services 126.3.

## City Consumer Price Indexes, April 1958

Consumer price indexes (1949=100) rose in all ten regional cities between the beginning of March and April 1958. Increases ranged from 0.4 per cent in Saint John to 1.1 per cent in St. John's.\*\*

Sharp rises in food indexes in all ten cities were mainly responsible for most of the changes in the total indexes, with more moderate increases in other commodities and services indexes also contributing. Higher prices were general for beef, fresh pork, eggs, fresh fruits and vegetables, particularly oranges, grapefruit, potatoes, lettuce and tomatoes. Sugar prices continued to decline and coffee and ham were also lower. Doctors', dentists' and optical care fees were higher in most cities, with prepaid health care up in several western cities.

Regional consumer price index point changes between March and April were as follows: Vancouver +1.3 to 125.8; St. John's +1.2 to 111.9†. Winnipeg +0.9 to 123.3; Edmonton-Calgary +0.9 to 121.3; Halifax +0.8 to 123.5; Toronto +0.7 to 128.9; Montreal +0.6 to 125.6; Ottawa +0.6 to 125.7; Saskatoon-Regina +0.6 to 121.7; Saint John +0.5 to 125.4.

## Wholesale Prices, April 1958

In April, for the first time since November 1957, the general wholesale price index (1935-39=100) eased off, decreasing a fractional 0.1 per cent from 228.1 to 227.9. It now stands 0.3 per cent lower than it was a year ago.

Although six of the eight groups were lower, two of these, non-ferrous metals and non-metallic minerals, were largely responsible for the downward movement. On the other hand, animal products and chemical products advanced.

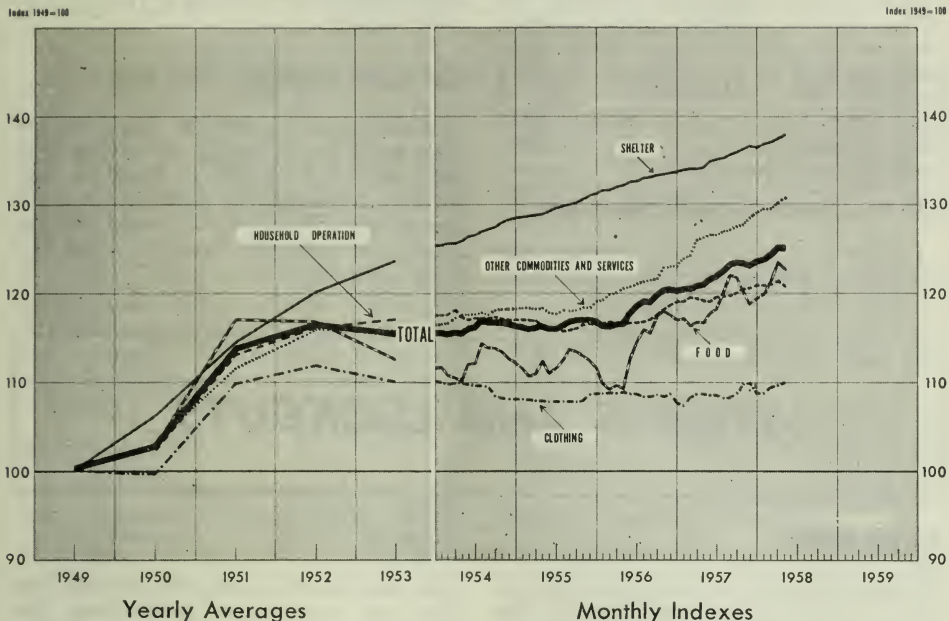
Non-ferrous metals moved down 1.4 per cent from 167.6 to 165.3 and non-metallic minerals slipped by the same percentage

\*See Table F-1 at back of book.

\*\*See Table F-2 at back of book.

†On base June 1951=100.

# CONSUMER PRICE INDEX



from 190.8 to 188.1. In the former, aluminum and lead showed noteworthy decreases of 8 per cent in the face of increased supplies on international markets; 10 per cent lower coal prices were the main cause of the downward movement of the non-metallic minerals group.

The vegetable products group index declined 0.6 per cent from 199.7 to 198.6 the textile products group index, 0.1 per cent from 230.8 to 230.5; wood products, 0.4 per cent from 298.5 to 297.4; and iron and steel products, 0.3 per cent from 252.4 to 251.7.

Animal products continued to rise for the fifth successive month, from 247.8 to 253.1. The rate of increase, 2.1 per cent, exceeded the March over February increase of 1.1 per cent.

The chemical and allied products index climbed 0.2 per cent from 182.6 to 182.9.

The index of farm product prices at terminal markets advanced slightly between March and April from 220.6 to 222.7. For animal products, a gain of 2.6 per cent from 272.9 to 279.9 was chiefly caused by moderate price increases for most livestock items. In field products, the index decline of 1.7 per cent from 168.3 to 165.5 was due almost entirely to the drop in Eastern potatoes from the scarcity prices in effect in March.

The residential building materials price index (1949=100) rose 0.1 per cent to 126.9 from 126.8 between March and April. The non-residential building materials index

(1949=100) declined 0.5 per cent to 129.4 from 130.0 between March and April.

## Wholesale Prices, March 1958

The general wholesale price index (1935-39=100) for March advanced for the fourth consecutive month, moving up 0.2 per cent to 228.1 from 227.7 in February. The index in March last year stood at 228.4.

An increase of 1.1 per cent in vegetable products and 0.8 per cent in animal products accounted for practically all the change from February. Four of the other component groups were slightly lower, one remained unchanged, and the other was negligibly higher.

The vegetable products index rose to 199.7 from 197.5; the animal products index to 247.8 from 245.7.

Textile products group recorded the lone significant decrease from a month earlier, the index falling 1.1 per cent to 230.8 from 233.4. The wood products group eased 0.3 per cent to 298.5 from 299.4 in February, non-ferrous metals 0.3 per cent to 167.6 from 168.1, and chemical products 0.2 per cent to 182.6 from 183.0.

The iron products group remained unchanged at 252.4.

The index of farm product prices at terminal markets (1935-39=100) rose from 214.0 to 220.6 between February and March. Animal products advanced from 268.4 to 272.9, field products from 159.6 to 168.3. Both regional indexes showed rises, as the

Eastern series changed from 232.6 to 243.8 and the Western index from 195.3 to 197.4.

The building material prices indexes were up slightly on balance between February and March. The residential building materials index (1935-39=100) edged up one tenth of 1 per cent from 288.9 to 289.1\* while the non-residential series (1949=100) remained the same at 130.0.

#### U.S. Consumer Price Index, April 1958

Entirely as a result of higher food prices, the United States consumer price index

(1947-49=100) rose 0.2 per cent between mid-March and mid-April, advancing from 123.3 to 123.5.

#### U.K. Index of Retail Prices, April 1958

Higher food prices were mainly responsible for a rise of almost two points, from 108.4 to 110.0, in the United Kingdom index of retail prices (Jan. 17, 1956=100) between mid-March and mid-April. In the previous month, the index had risen four fifths of a point, from 107.6.

## STRIKES AND LOCKOUTS

### April 1958

During April, 32 work stoppages were in progress, involving an estimated time loss of more than 122,000 man-days. This was approximately 10,000 fewer man-days than resulted from the 39 stoppages recorded during the preceding month.†

More than half the total time loss during April was caused by a dispute involving 3,000 workers in the construction industry in British Columbia, which resulted in a time loss of 63,000 man-days during the month. Since it began March 4, this dispute caused a total time loss of 124,000 man-days; it ended April 30.

Of the 32 work stoppages during April, 13 involved 100 or more workers; five of the 13 were in progress before the beginning of the month and eight began during April. At the end of the month, only four stoppages involving 100 or more workers were still in progress.

\*When arithmetically converted to a 1949 base comparability with the non-residential index, the index rose from 126.7 to 126.8.

†Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during April 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

On an industry basis, the highest time loss was recorded in construction (see Table 1), owing to the dispute in British Columbia. Also because of this dispute, British Columbia was the province showing the highest time loss for the month (see Table 2).

TABLE 1—NUMBER OF STRIKES, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, APRIL 1958

Industry	No. of Strikes	No. of Workers	Time Loss
Mining .....	5	3,974	13,570
Manufacturing .....	12	1,015	13,320
Construction .....	7	4,225	66,755
Transportation .....	4	2,223	23,970
Trade .....	2	24	275
Service .....	2	503	4,580

TABLE 2—NUMBER OF STRIKES, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, APRIL 1958

Province	No. of Strikes	No. of Workers	Time Loss
Quebec .....	4	432	8,805
Nova Scotia .....	5	3,974	13,570
Ontario .....	16	1,179	9,825
British Columbia .....	6	4,265	67,020
More than 1 province	1	2,114	23,250

Work stoppages were also reported from Nova Scotia, Quebec and Ontario and one dispute involved workers of the same company in four provinces.

In April, as in the preceding month, Ontario had the largest number of work stoppages. Most of these, however, involved only small numbers of workers and caused a relatively small time loss. Large numbers of workers were involved in the work stoppages in the Nova Scotia mining industry, but nearly all were of short duration.



# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applicants for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 118

## Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Report of the Director of Canadian Vocational Training for the Fiscal Year ending March 31, 1957*. Ottawa, Queen's Printer, 1957. Pp. 20.

2. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Report for the Year ending March 31st, 1957*. Fredericton, 1957. Pp. 52.

3. NEW YORK (STATE) STATE LABOR RELATIONS BOARD. *Twentieth Annual Analysis of Decisions for the Year ended December 31st, 1956*. Albany, 1956. Pp. 121.

4. NEW ZEALAND. DEPARTMENT OF STATISTICS. *Report on Prices, Wages, and Labour Statistics of New Zealand for the Year 1956*. Wellington, Government Printer, 1957. Pp. 102.

5. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year ended March 31, 1957*. Halifax, Queen's Printer, 1957. Pp. 71.

6. U.S. FEDERAL MEDIATION AND CONCILIATION SERVICE. *Tenth Annual Report, Fiscal Year 1957*. Washington, G.P.O., 1958. Pp. 67.

7. U.S. RAILROAD RETIREMENT BOARD. *Annual Report, 1957, for the Fiscal Year ended June 30*. Washington, G.P.O., 1958. Pp. 190.

## Apprenticeship

8. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Apprenticeship and Training Standards for Draftsmen developed and adopted by the American Federation of Technical Engineers and recognized by Bureau of Apprenticeship and Training*. Washington, G.P.O., 1957. Pp. 23.

9. WILLIAMS, GERTRUDE (ROSENBLUM). *Recruitment to Skilled Trades*. London, Routledge & Kegan Paul, 1957. Pp. 216.

An attempt to assess the present position of apprenticeship in the building, motor vehicle retail and repair, printing, shipbuilding and ship-repairing, iron and steel, iron foundry and engineering industries in Great Britain.

## Automation

10. BITTEL, LESTER R. *Practical Automation; Methods for increasing Plant Productivity*, by Lester R. Bittel, Morley C. Melden, and Robert S. Rice. New York, McGraw-Hill, 1957. Pp. 376.

"Material for this book has been selected with a view towards (1) defining the problems you'll encounter when installing automation and (2) providing a variety of ideas to stimulate your action toward the solution of these problems." There are 159 cases of practical automation reported.

11. DREHER, CARL. *Automation: What it is, How it works, Who can use it*. Illustrated by Herb Lebowitz. 1st ed. New York, Norton, 1957. Pp. 128.

This book "explains the new theory of communication on which automation is based, gives a run-down on the history of the subject, describes methods and applications, and suggests the effects on men and on society."

12. GOODMAN, LEONARD LONDON. *Man and Automation*. Harmondsworth, Eng., Penguin Books, 1957. Pp. 286.

Examines the social, economic and organizational aspects of automation. Partial Contents: The Machine Tool. Data Processing. Automation in Commerce. Automation in Industry. The Machine-Tool Industry and Automation. Labour and Automation. Redundancy. The Impact of Automation on the Job. Change and the Unions. Management and Automation. Technological Education. Economic and Social Implications of Automation.

## Canada's Economic Prospects

13. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Skilled and Professional Manpower in Canada, 1945-1965*. Hull, Queen's Printer, 1957. Pp. 106.

A Study prepared for the Royal Commission on Canada's Economic Prospects.

Partial Contents: Employment Trends and Labour Shortages. Sources of Specialized Manpower. The Outlook for Specialized Manpower, 1956-65.

14. CANADA. ROYAL COMMISSION ON CANADA'S ECONOMIC PROSPECTS. *Final Report*. November, 1957. Ottawa, Queen's Printer, 1958. Pp. 509.

Contents: Introduction: The Prospects before us. The World Environment. Canada and the United States. The Prospects for World Trade. Agriculture. Fisheries. Forestry. Mining and Mineral Processing. Second-

ary Manufacturing Industry. The Service Industries. Transportation. Housing and Social Capital. Productivity and Output. The Changing Structure of the Canadian Economy. Domestic Saving and Foreign Investment in Canada. Problems of the Atlantic Provinces and the North. The Role of Government.

### Civil Service

15. EDITORIAL RESEARCH REPORTS. *Unionization of Public Employees*, by William A. Korn. Washington, 1957. Pp. 505-522.

Describes the number of federal, state and municipal workers, the extent of union organization of public workers, and the handicaps of unions of public employees.

16. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Study of Manpower Utilization and Personnel Management in the Federal Government; Interim Report*. Washington, G.P.O., 1956. Pp. 172.

Some recommendations of the subcommittee are:

1. All federal departments and agents should set up efficient manpower reporting systems;
2. The executive branch working through the Bureau of the Budget should try to eliminate overlapping and duplication among departments and agencies;
3. A study should be made of the use of engineers and scientists in Government;
4. A study should be made of legislation needed to control the use of manpower in Government.

17. U.S. CONGRESS. SENATE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Salaries of Federal Employees. Hearings before a Subcommittee of the Committee on Post Office and Civil Service, United States Senate, Eighty-Fifth Congress, First Session, on S. 27, S. 734, and S. 1326, Bills for Increase in Compensation schedules...* Washington, G.P.O., 1957. Pp. 323.

Hearings held May 20-27, 1957.

The Subcommittee on Federal Employees Compensation of the Senate Committee on Post Office and Civil Service held hearings on three bills whose purpose was to increase the salaries of civil servants.

18. U.S. CONGRESS. SENATE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Union Recognition. Hearings before the Committee on Post Office and Civil Service, United States Senate, Eight-Fourth Congress, Second Session, on S. 3593, a Bill to amend Section 6 of the Act of August 24, 1912, as amended, with Respect to the Recognition of Organizations of Postal and Federal Employees*. May 15, 24, and June 14, 1956. Washington, G.P.O., 1956. Pp. 371.

The bill under consideration would provide official recognition of postal and federal employee organizations in their dealings with senior officials in their particular agencies.

### Commissions of Enquiry

19. CANADA. ROYAL COMMISSION ON EMPLOYMENT OF FIREMEN ON DIESEL LOCOMO-

TIVES IN FREIGHT AND YARD SERVICE ON THE CANADIAN PACIFIC RAILWAY. *Report*. Ottawa, Queen's Printer, 1958. Pp. 38.

The Royal Commission was set up to look into and report upon a dispute between the Brotherhood of Locomotive Firemen and Enginemen and the CPR. The Company had proposed dispensing with the employment of firemen on diesel locomotives in freight and yard service and abolishing "arbitrary" and "mountain differential" payments.

20. GREAT BRITAIN. COMMITTEE ON ADMINISTRATIVE TRIBUNALS AND ENQUIRIES. *Report*. London, H.M.S.O., 1957. Pp. 115.

The Committee had these terms of reference: "To consider and make recommendations on: (a) The constitution and working of tribunals other than the ordinary courts of law, constituted under an Act of Parliament by a Minister of the Crown or for the purposes of a Minister's functions. (b) The working of such administrative procedures as include the holding of an enquiry or hearing by or on behalf of a Minister on an appeal or as the result of objections or representations, and in particular the procedure for the compulsory purchase of land."

### Congresses and Conventions

21. CANADIAN TEACHERS' FEDERATION. *Minutes (of the) Thirty-Fifth Conference, Fredericton, New Brunswick, August 14 to 18, 1956*. Ottawa, 1956. Pp. 42, 3.

22. CONFEDERATION DES TRAVAILLEURS CATHOLIQUES DU CANADA. *Procès-verbal, Trente-sixième session du congrès de la C.T.C.C., Québec, P.Q., 1957*. Québec, 1957. Pp. 271.

23. CONFEDERATION GÉNÉRAL DU TRAVAIL. *Trente-et-unième Congrès National D'Ivry, 16-21 Juin, 1957. Compte rendu in extenso de débats*. Paris, 1957. Pp. 481.

24. LABOUR PARTY (GREAT BRITAIN). *Report of the 56th Annual Conference held in... Brighton, September 30 to October 4, 1957*. London, 1957. Pp. 243.

25. NEW BRUNSWICK FEDERATION OF LA BOUR. *Official Proceedings of the 44th Annual Convention, Moncton, N.B., August 27th, 28th, 1956*. Saint John, 1956. Pp. 83.

### Economic Conditions

26. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *The National Economy in Review; Balanced Economic Growth needed*. Washington, 1957. Pp. 27.

27. HANSEN, ALVIN HARVEY. *The American Economy*. New York, McGraw-Hill, 1957. Pp. 199.

Most of this book consists of lectures delivered at the University of Chicago in May 1956.

Contents: "Low Pressure" versus "High-Pressure" Economics. The American Economy on the March. Monetary Policy in an Advanced Economy. Recent Monetary Issues. The Magna Carta of Economic Planning. The Employment Act of 1946 under Truman. The Employment Act under the Eisenhower Administration. Standards and Values in a

Rich Society. Keynesian Thinking and the Problems of our Time.

## Education

28. BARKIN, SOLOMON. *Labor Views of Secondary Education's Goals*. New York, 1957. Pp. 40-50.

29. WOODSIDE, WILLSON. *The University Question. Who should go? Who should pay?* Foreword by F. Cyril James. Toronto, Ryerson Press, 1958. Pp. 199.

Partial Contents: Who should go to College? Scholarships and Bursaries. Planning for Expansion. The Role of the Junior College. More Technical Institutes. Staffing the Universities. Financing the Universities. Industry and the Universities. Quebec is Different.

30. WORLD CONFEDERATION OF ORGANIZATIONS FOR THE TEACHING PROFESSION. *Annual Report including a Summary of Proceedings of the Assembly of Delegates, Frankfurt/Main, Germany, August 2-9, 1957*. Washington, 1958. Pp. 88.

## Employment Management

31. AMERICAN MANAGEMENT ASSOCIATION. *Justifying the Personnel Program: Costs, Budgets, Evaluation*. New York, 1954. Pp. 51.

Contents: How the Personnel Program pays off, by Walter H. Powell. Evaluating and reporting Personnel Functions, by Seward H. French. Controlling and measuring Personnel Costs, by E. W. Dyer. How to present the Personnel Budget, by Howard M. Dirks. An Organized Approach to Cost Reduction: Attitudes, Teamwork, Training, by Albert H. Gates.

32. AMERICAN MANAGEMENT ASSOCIATION. *Organizing the Personnel Function Efficiently; Two Company Histories*. New York, 1954. Pp. 34.

Reviews personnel policies of two companies, Sealed Power Corporation and Daystrom, Incorporated.

33. INTERNATIONAL LABOUR OFFICE. *Organization of Occupational Health Services in Places of Employment*. Sixth item on the agenda. Geneva, 1957-1958. 2 Volumes.

At head of title: Report 6 (1)-(2). International Labour Conference. 42nd Session, Geneva, 1958.

Part 1 contains a preliminary report on law and practice in the various countries regarding organization of occupational health services in places of employment, along with a questionnaire on the subject, which was sent to Member Governments. Part 2 contains replies and observations on the subject from 48 countries and proposed Conclusions based on the replies.

34. YODER, DALE. *Personnel Management and Industrial Relations*. 4th ed. Englewood Cliffs, N.J., Prentice-Hall, 1956. Pp. 941.

Partial Contents: Job Analysis. Staffing: Sources and Recruitment. Staffing: Selection. Interviewing, Testing, and Induction. Training in Employment. Supervisory Training and Management Development. Contract Negotiation and Administration. Wage and

Salary Administration. Personnel Rating. Promotion, Transfer, and Separation. Employee Benefits and Services. Employee Morale. Employment Communications.

## Industrial Relations

35. AMERICAN MANAGEMENT ASSOCIATION. *People at Work: the Human Element in Modern Business; Some Principles and Practices in Industrial Human Relations*. New York, c1957. Pp. 195.

Partial Contents: Management Approaches to Racial Integration in Industry. Management's Stand against the Master Contract. Are Personnel Policies Different in a Non-Union Plant? Wages, Prices and Productivity in the Postwar Period, by Ewen Clague. The Guide Chart-Profile Method of Job-Man Evaluation. Job-Man Matching Systems for Engineers and Technical Personnel. The Executive in Fiction: a Symposium.

36. GITLOW, ABRAHAM LEO. *Labor Economics and Industrial Relations*. Homewood, Ill., R.D. Irwin, 1957. Pp. 724.

Some of the topics dealt with are: the labor force, American unionism, collective bargaining, wage theories, wage supplements, technological change unemployment, unemployment alleviation, hours of work, and workmen's compensation.

37. ILLINOIS UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Union-Management Relations in Italy: Some Observations*, by Ross Stagner. Urbana, 1957. Pp. 15.

Because of unemployment, union weakness and collective bargaining on a nation-wide scale rather than a local level, unions are not always able to deal successfully with employers.

38. JAMIESON, STUART MARSHALL. *Industrial Relations in Canada*. Toronto, Macmillan, 1957. Pp. 144.

Contents: Economic and Social Setting. Origin and Growth of the Canadian Labour Movement. Structure, Government, and Policies of Canadian Unionism. Government Policy.

39. KERR, CLARK. *Productivity and Labour Relations*. Berkeley, University of California, Institute of Industrial Relations, 1957. Pp. 35.

The author points out that "industrial relations patterns are both affected by and effect the pace of work". He shows the relationship between productivity and industrial relations.

## International Agencies

40. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *At Work for Europe; an Account of the Activities of the Organization for European Economic Co-operation*. 4th ed. Paris, 1957. Pp. 139.

41. UNITED NATIONS. DEPARTMENT OF PUBLIC INFORMATION. *United Nations work for Human Rights*. 2d ed. New York, 1957. Pp. 35.

## Labour Organization

42. CALIFORNIA. DEPARTMENT OF INDUSTRIAL RELATIONS. DIVISION OF LABOR STATISTICS AND RESEARCH. *Union Labor in California, 1956; a Report on Union Membership, Negotiated Pension Plans*. San Francisco, 1957. Pp. 51.

43. CAREY, JAMES BARRON. *Trade Unions and Democracy; a Comparative Study of U.S., French, Italian, and West German Unions*, by James B. Carey and others, and a Statement by the NPA Labor Committee on National Policy. Washington, National Planning Association, 1957. Pp. 90.

The following topics are discussed with relation to each of the four countries: union growth and ideologies, union structure, labor legislation and relations to government, collective bargaining with management, and the current status of unions.

44. FITCH, JOHN ANDREWS. *Social Responsibilities of Organized Labor*. 1st ed. New York, Harper, 1957. Pp. 237.

Partial Contents: The Concept of Social Responsibility. The Essential Nature of Trade Unionism. Union Objectives. Collective Bargaining. Strikes. The Demand for Union Security. Nonbargaining Functions of Unions. The Union and its Members. Union Policy on Membership. Unions and Management. Organized Labor and the Public.

45. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Personality Variables and Role in a Union Business Agent Group*, by Hjalmar Rosen and R. A. Hudson Rosen. Urbana, 1957. Pp. 131-136.

"This paper is a report on certain personality characteristics found in a group of union business agents, and a discussion of their possible implications, in terms of both the nature of the business agent's role and the possibility of predicting success of individuals in the business agent status."

46. MYERS, JAMES. *What do you know about Labor?* By James Myers and Harry W. Laidler. New York, J. Day Co., 1956. Pp. 301.

Partial Contents: The Story of Labor in America, 1800-1937. The Story of Organized Labor, 1937-1956. Structure and Functions of Trade Unions. Union Contracts and Daily Relations. Strikes and How to prevent them. "Right to work" Laws. The Guaranteed Annual Wage. Union Welfare Funds. Labor and Education.

47. U.S. NATIONAL LABOR RELATIONS BOARD. *A Guide for Labor Organizations to the Filing Requirements of the Labor Management Relations Act, 1947, Section 9 (f), (g), and (h)*. Washington, G.P.O., 1957. Pp. 30.

Certain registration and financial reports, and non-Communist affidavits signed by union officers must be filed each year by any labor organization which wishes to use the services of the National Labor Relations Board. These reports and affidavits have to be filed so that the labor organization can bring charges of unfair labor practices

before the Board, or obtain a representation election, or make a legal union-security agreement (such as union-shop or maintenance-of-membership).

## Labouring Classes

48. INTERNATIONAL LABOUR OFFICE. *Discrimination in the Field of Employment and Occupation*. Fourth item on the agenda. Geneva, 1957-1958. 2 Volumes.

At head of title: Report 4 (1)-(2). International Labour Conference. 42nd session, Geneva, 1958.

Part 1 contains texts of a proposed Convention and a Proposed Recommendation sent to Member Governments of the ILO. The texts were based on conclusions adopted at the 40th Session of the International Labour Conference in Geneva in June 1957. Part 2 summarizes and analyzes the replies of 47 countries. It also contains English and French versions of the proposed texts.

49. KUHN, ALFRED. *Labor: Institutions and Economics*. New York, Rinehart, 1956. Pp. 616.

Partial Contents: Origins of the Labor Movement. The Structure and Government of Unions. The Problem of Survival: Management Security. The Problem of Survival: Union Security. Bargaining Power. The Strike. Bargaining Power under Varying Conditions. The Direct Results of Bargaining. The Evolution of Public Policy. Productivity, Basic Determinant of Wages. Wage Forces and "Rational" Wage Determination. Labour's Efforts to raise Wages. Collective Bargaining and Labor Economics: Some Broader Aspects.

50. LEFRANC, GEORGES. *Histoire du travail et des travailleurs*. Paris, Flammarion, c1957. Pp. 490.

A history of French trade unionism from early days up to the present time.

51. LAPALOMBARA, JOSEPH. *The Italian Labor Movement: Problems and Prospects*. Ithaca, Cornell University Press, c1957. Pp. 192.

An introductory study of the evolution of the free trade unions in Italy since the war.

52. SHISTER, JOSEPH. *Economics of the Labor Market*. 2d ed. Philadelphia, Lipincott, 1956. Pp. 487.

Some of the topics discussed are the growth, structure government, philosophy, and strategy of labor unions, collective bargaining practices, wage determination, seasonal employment, and guaranteed wage plans.

53. SULTAN, PAUL. *Labor Economics*. New York, Holt, 1957. Pp. 580.

Partial Contents: Origins and Emergence of the Labor Market. Structure and Trend of Wages. The Mechanics of Dispute Settlement. Union Power and Legislative Restrictions. The Impact of Unemployment. Labor in a Full-Employment Economy.

54. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *To abolish Forced Labor through ILO. Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United*

States Senate, Eighty-Fourth Congress, Second Session, on S.J. Res. 117, to provide for United States Cooperation with Other Nations through the International Labour Organization to abolish Forced Labor. April 25 and 27, 1956. Washington, G.P.O., 1956. Pp. 293.

### Occupations

55. CANADA. DEPARTMENT OF LABOR. ECONOMICS AND RESEARCH BRANCH. *Medical Laboratory Technologist*. Ottawa, Queen's Printer, 1957. Pp. 24.

56. ENGINEERING INSTITUTE OF CANADA. *Engineering Careers in Canada*. 1957/58 edition. Montreal, 1958? Pp. 194.

### Older Workers

57. CLARK, FREDERICK LEOGROS. *Ageing on the Factory Floor: the Production of Domestic Furniture; an Inquiry made through Works Records and Work Descriptions into the Prospects of Ageing Men within a Mechanized Industry*. London, Nuffield Foundation, 1957. Pp. 36.

The aim of this study was to measure the relative employability of 251 older men to see how far age had affected their work. By the time the men reached their mid-sixties between one and two out of every five would probably have to be moved to lighter work.

58. ONTARIO CONFERENCE ON AGING. 1st, TORONTO, 1957. *Aging is Everyone's Concern; The Proceedings of the First Ontario Conference on Aging held at University of Toronto, May 31st-June 31 [sic] 1957*. Toronto. The General Committee of the First Ontario Conference on Aging, and University Extension, University of Toronto, 1957. Pp. 208.

Partial Contents: The Aging and Society. Patterns of Living of Older People in Ontario. Cost of Living and Retirement Income. Housing and Living Arrangements. Employment, Unemployment and Retirement. Care, Treatment and Rehabilitation in Hospitals and Homes.

59. U.S. BUREAU OF LABOR STATISTICS. *Comparative Job Performance by Age: Large Plants in the Men's Footwear and Household Furniture Industries*. Washington, G.P.O., 1957. Pp. 60.

"The present study is directed towards a measurement of actual on-the-job performance of older production workers, as compared with the performance of those in the younger groups."

### Pensions

60. CANADA. INTERDEPARTMENTAL COMMITTEE ON OLDER WORKERS. *Pension Plans and the Employment of Older Workers*. A Report prepared for the Interdepartmental Committee on Older Workers by Committee composed of Members of the Departments of Finance, Insurance, National Health and Welfare and Labour. Ottawa, Published by the Department of Labour, 1957. Pp. 56.

"This study opens with a short description of the various types of pension plan that exist in Canada. It goes on to discuss ways in which specific aspects of these various types of plan may affect the hiring and retaining of older workers, and to present such information as is available on the extent to which restrictive clauses appear in Canadian pension plans... Part II sets forth a number of ways in which the problem may be lessened or overcome."

61. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Increasing Civil Service Retirement Annuities. Hearings before the Committee on Post Office and Civil Service, House of Representatives, Eighty-Fifth Congress, First Session, on H.R. 4, H.R. 607, H.R. 1209, and Similar Bills, a Bill to increase Annuities payable to Certain Annuitants from the Civil Service Retirement and Disability Fund, and for Other Purposes*. Washington, G.P.O., 1957. 2 Parts.

Hearings held June 28-August 12, 1957. The Subcommittee of the House Post Office and Civil Service Committee held hearings to consider over 100 bills introduced by individual members of Congress to provide increases in the pensions of retired civil servants and their survivors.

### Professional Manpower

62. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Canadians studying in the United States for Degrees in Science, Engineering, Agriculture, Architecture and Veterinary Medicine, 1955-1956*. Ottawa, Queen's Printer, 1958. Pp. 27.

63. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Immigrants in Scientific and Technical Professions in Canada*. Ottawa, Queen's Printer, 1957. Pp. 16.

The information in this report is based on an analysis of 3,318 questionnaires completed by immigrants for the Scientific and Technical Personnel Register of the Federal Department of Labour during the period 1951 to 1956.

64. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Trends in Professional Manpower Supplies and Requirements*. Ottawa, Queen's Printer, 1957. Pp. 30.

Contents: Growth in the Number of Professional Workers in the Canadian Labour Force. Employment of Engineers and Scientists. Supply of Professional Workers. Supply of Engineers. Requirements for Engineers and Scientists. Recruitment Difficulties. Effects of Shortage.

65. POLITICAL AND ECONOMIC PLANNING. *Graduates in Industry, 1957*. London, George Allen & Unwin, 1957. Pp. 261.

Reports the results of an inquiry into "the policy and practice of British industrial undertakings in respect of the recruitment, training and employment of university graduates".

66. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *High-Talent Manpower for Science and Industry; an Appraisal of*

*Policy at Home and Abroad*, by J. Douglas Brown and Frederick Harbison. Princeton, 1957. Pp. 97.

The authors state, "It would be more accurate, perhaps, to designate this century the century of the scientist, and of those translators of science into action, the research engineer and the industrial executive." The authors conclude that industry, the universities and government must cooperate to discover and develop "high-talent" manpower.

67. U.S. LIBRARY OF CONGRESS. LEGISLATIVE REFERENCE SERVICE. *Development of Scientific, Engineering, and Other Professional Manpower, with Emphasis on the Role of the Federal Government*. Prepared by Charles A. Quattlebaum, principal specialist in education. Washington, G.P.O., 1957. Pp. 172.

This report analyzes the problem, provides historical background, digests statistics and opinions, and outlines current programs and proposals.

### Wages and Hours

68. ALBERTA. BUREAU OF STATISTICS. *Survey of Wage and Salary Rates, 1 May 1957; Hours worked per Week, by Position, Type of Business and Salary or Wage Rate, and Working Conditions and Benefits Survey-Alberta*. Edmonton, 1957. Pp. 34.

69. KERR, CLARK. *Wage Relationships—the Comparative Impact of Market and Power Forces*. Berkeley, University of California, Institute of Industrial Relations, 1957. Pp. 173-193.

The author divides wage differentials into five types with a brief description of each type. These are: (1) interpersonal, (2) interfirm, (3) interarea, (4) interoccupational, and (5) interindustry.

### Women

70. MAULE, FRANCES. *Executive Careers for Women*. 1st ed. New York, Harper, 1957. Pp. 205.

The author explains the qualifications for top jobs in advertising, merchandising, banking, engineering, education, fashion, and other fields. She describes what makes an executive and tells about women executives in various fields.

71. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1957*. Ottawa, 1957. Pp. 167.

72. U.S. WOMEN'S BUREAU. *Employment Opportunities for Women as Secretaries, Stenographers, Typists, and as Office-Machine Operators and Cashiers*. Washington, G.P.O., 1957. Pp. 30.

73. U.S. WOMEN'S BUREAU. *Minimum Wage and the Woman Worker*. Rev. ed. Washington, G.P.O., 1958. Pp. 15.

### Workmen's Compensation

74. U.S. BUREAU OF EMPLOYEES' COMPENSATION. *Federal Work Injuries sustained during Calendar Year 1955; Federal Em-*

*ployees' Compensation Act*. Washington, G.P.O., 1956. Pp. 16.

75. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws of August 1957*. Rev. ed. Washington, G.P.O., 1957. Pp. 70.

### Miscellaneous

76. CANADIAN WOOLLEN AND KNIT GOODS MANUFACTURING ASSOCIATION. *The Italian Wool Textile Industry; Report of an Inquiry in Italy for the Canadian Wool Cloth Industry in the Summer of 1957*. Toronto, 1957. Pp. 56.

77. SOMERS, HERMAN MILES. *Trends and Current Issues in Social Insurance*, by Herman M. Somers and Anne R. Somers. Berkeley, University of California, Institute of Industrial Relations, 1957. Pp. 25.

"This paper undertakes to identify some of the major trends which have emerged from American social insurance experience over the past 20 years and important policy issues which arise from them."

78. SOULE, GEORGE HENRY. *Time for living*. New York, Viking Press, 1955. Pp. 184.

This book deals with technological advances and their effect on the life of the individual.

79. U.S. BUREAU OF STATISTICS. *Wholesale Prices and Price Indexes, 1954-56*. Washington, G.P.O., 1957. Pp. 439.

"This bulletin... brings together all statistical data on primary market prices published by the Bureau of Labor Statistics for these 3 years (1954, 1955 and 1956)".

80. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *To amend the Vocational Rehabilitation Act. Hearing before a Subcommittee of the Committee on Education and Labour, House of Representatives, Eighty-Fifth Congress, First Session on H.R. 7155, a Bill to amend Sections 4 (a) and 7 (a) of the Vocational Rehabilitation Act*. Hearing held in Washington, D.C., July 1, 1957. Washington, G.P.O., 1957. Pp. 20.

This hearing deals with the sections of the Vocational Rehabilitation Act which authorize federal support of training and traineeships for rehabilitation personnel.

81. U.S. CONGRESS. SENATE. COMMITTEE ON THE JUDICIARY. *Concentration in American Industry. Report of the Subcommittee on Antitrust and Monopoly to the Committee on the Judiciary, United States Senate, Eighty-Fifth Congress, First Session, pursuant to S Res. 57 (85th Cong.) to study the Antitrust Laws of the United States and Their Administration, Interpretation, and Effect*. Washington, G.P.O., 1957. Pp. 756.

"The purpose of this study is to provide a comprehensive body of objective and reasonably up-to-date information on the degree of 'concentration' in the manufacturing segments of the industrial economy of America."

# LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force .....	669
Table B-1—Labour Income.....	670
Tables C-1 to C-6—Employment, Hours and Earnings .....	671
Tables D-1 to D-6—Employment Service Statistics.....	676
Tables E-1 to E-5—Unemployment Insurance.....	686
Tables F-1 and F-2—Prices.....	689
Tables G-1 and G-2—Strikes and Lockouts.....	690

## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 22, 1953**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes .....	5,907	111	438	1,687	2,160	1,011	500
Agricultural .....	645	*	53	149	154	266	22
Non-Agricultural.....	5,262	110	385	1,538	2,006	745	478
Males.....	4,477	93	345	1,287	1,599	781	372
Agricultural.....	620	*	52	147	147	252	21
Non-Agricultural.....	3,857	92	293	1,140	1,452	529	351
Females.....	1,430	18	93	400	561	230	128
Agricultural.....	25	*	*	*	*	14	*
Non-Agricultural.....	1,405	18	92	398	554	216	127
All Ages.....	5,907	111	438	1,687	2,160	1,011	500
14 - 19 years.....	540	14	43	198	162	90	33
20 - 24 years.....	748	20	54	242	254	128	50
25 - 44 years.....	2,736	52	193	773	1,014	463	241
45 - 64 years.....	1,662	22	128	425	637	295	155
65 years and over.....	221	*	20	49	93	35	21
<i>Persons with Jobs</i>							
All status groups.....	5,317	82	363	1,466	2,010	946	50
Males.....	3,945	64	274	1,085	1,468	725	329
Females.....	1,372	18	89	381	542	221	121
Agricultural.....	624	*	48	142	150	262	21
Non-Agricultural.....	4,693	81	315	1,324	1,860	684	429
Paid Workers.....	4,266	75	282	1,192	1,710	620	387
Males.....	3,015	58	205	841	1,209	426	276
Females.....	1,251	17	77	351	501	194	111
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	590	29	75	221	150	65	50
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,281	157	467	1,490	1,724	937	506
Males.....	1,076	46	101	276	317	213	123
Females.....	4,205	111	366	1,214	1,407	724	383

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended March 22, 1953		Week Ended February 15, 1958		Week Ended March 16, 1957	
	Total	Seeking Full-time Work <sup>(1)</sup>	Total	Seeking Full-time Work <sup>(1)</sup>	Total	Seeking Full-time Work <sup>(1)</sup>
Total looking for work.....	617	587	577	552	360	333
Without Jobs.....	590	562	555	531	343	318
Under 1 month.....	92	—	95	—	77	—
1—3 months.....	237	—	295	—	161	—
4—6 months.....	204	—	127	—	91	—
7—12 months.....	45	—	29	—	10	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	27	25	22	21	17	15
1—14 hours.....	10	*	*	*	*	*
15—34 hours.....	17	16	13	13	12	10

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income**

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communica- tion, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1947 Average.....	42	177	34	134	114	17	518
1948 Average.....	49	203	41	154	131	19	597
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1957 Average.....	90	397	97	335	316	44	1,279
1957—March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84	396	92	343	328	45	1,288
1958—January.....	78	376	82	327	325	43	1,231
February.....	80	381R	75R	328	325	43	1,232R
March.....	75P	385P	78P	328P	326P	42P	1,234P

R—revised; P—preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At March 1, employers in the principal non-agricultural industries reported a total employment of 2,562,358.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1957—Mar. 1 .....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1 .....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1 .....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1 .....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1 .....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1 .....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1 .....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1 .....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1 .....	125.1	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1 .....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1 .....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1 .....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1 .....	113.0	184.8	162.9	69.98	108.3	178.7	163.9	72.06

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957
<b>(a) Provinces</b>						
Newfoundland.....	109.2	108.4	118.0	62.24	61.67	60.83
Prince Edward Island.....	100.2	91.2	95.5	50.23	52.71	51.65
Novia Scotia.....	90.2	92.3	97.8	59.42	58.44	56.35
New Brunswick.....	95.3	93.8	103.3	59.28	57.63	59.03
Quebec.....	112.3	113.2	117.6	67.41	66.64	64.96
Ontario.....	116.2	117.0	120.9	72.39	72.08	69.64
Manitoba.....	102.7	103.9	106.1	65.71	64.87	62.75
Saskatchewan.....	113.0	114.4	112.6	67.52	66.48	64.68
Alberta (including Northwest Territories).....	139.8	142.2	144.2	73.06	71.56	69.79
British Columbia (including Yukon).....	108.7	106.9	115.9	75.39	73.59	72.84
<b>Canada.....</b>	<b>113.0</b>	<b>113.7</b>	<b>118.1</b>	<b>69.98</b>	<b>69.25</b>	<b>67.36</b>
<b>(b) Metropolitan Areas</b>						
St. John's.....	112.1	115.6	114.6	51.63	50.79	49.45
Sydney.....	90.3	91.1	92.4	73.66	75.00	66.79
Halifax.....	114.3	116.5	120.4	57.58	55.87	54.83
Saint John.....	100.5	99.7	112.2	53.72	51.96	52.80
Quebec.....	103.2	103.5	105.6	58.43	57.86	55.41
Sherbrooke.....	97.8	99.0	109.4	55.88	56.30	57.64
Three Rivers.....	107.8	108.2	112.0	62.60	64.02	63.00
Drummondville.....	71.2	72.7	77.2	58.21	58.03	56.80
Montreal.....	118.4	118.9	120.8	68.24	67.68	65.21
Ottawa-Hull.....	113.5	114.4	115.5	63.35	63.20	60.34
Peterborough.....	99.8	101.5	109.1	77.13	77.33	74.18
Oshawa.....	167.0	168.9	173.2	76.59	77.08	68.59
Niagara Falls.....	105.8	107.6	118.9	77.33	78.15	76.73
St. Catharines.....	110.0	112.4	124.7	78.85	79.12	77.37
Toronto.....	127.9	128.7	129.3	72.72	72.67	70.18
Hamilton.....	105.6	107.5	113.7	75.70	74.90	73.92
Brantford.....	86.1	86.0	86.2	65.70	65.48	63.60
Galt.....	110.0	110.6	113.7	61.50	61.18	60.68
Kitchener.....	107.7	109.6	113.2	64.15	63.99	63.58
Sudbury.....	141.8	142.0	138.7	87.50	86.60	82.86
London.....	115.6	116.6	118.7	65.08	64.79	63.11
Sarnia.....	132.7	131.7	130.0	88.86	89.75	79.83
Windsor.....	81.1	74.2	103.1	73.80	74.03	72.57
Sault Ste. Marie.....	126.2	127.4	129.8	85.14	86.40	84.50
Ft. William—Port Arthur.....	104.9	107.0	104.0	70.34	70.36	67.57
Winnipeg.....	101.9	103.1	103.0	62.72	62.34	59.70
Regina.....	112.8	114.9	112.6	63.30	62.95	61.18
Saskatoon.....	118.6	120.6	114.5	61.97	61.63	59.15
Edmonton.....	164.1	168.1	167.2	66.96	66.73	64.99
Calgary.....	148.6	151.6	153.1	68.16	67.21	64.34
Vancouver <sup>1</sup> .....	110.3	111.7	115.4	73.42	72.28	70.53
Victoria.....	110.1	112.2	117.9	68.57	67.24	64.55

<sup>1</sup> Includes New Westminster.

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957	Mar. 1 1958	Feb. 1 1958	Mar. 7 1957
<b>Mining</b> .....	<b>126.8</b>	<b>126.2</b>	<b>124.7</b>	<b>88.17</b>	<b>87.52</b>	<b>83.23</b>
Metal mining.....	138.9	137.9	131.8	90.12	89.95	85.65
Gold.....	74.4	74.6	76.2	74.02	72.97	72.40
Other metal.....	199.0	197.0	183.8	95.73	95.96	90.79
Fuels.....	111.2	111.4	113.1	88.78	86.78	82.28
Coal.....	59.4	61.2	64.3	70.82	68.40	62.67
Oil and natural gas.....	300.5	294.6	292.7	101.75	100.73	98.11
Non-metal.....	119.4	118.3	127.7	76.18	76.70	74.34
<b>Manufacturing</b> .....	<b>108.3</b>	<b>107.9</b>	<b>115.0</b>	<b>72.06</b>	<b>71.61</b>	<b>69.29</b>
Food and beverages.....	99.5	100.2	99.6	64.68	64.40	61.96
Meat products.....	120.8	123.1	117.0	72.39	72.48	70.66
Canned and preserved fruits and vegetables.....	69.9	71.6	72.8	62.02	61.69	57.95
Grain mill products.....	100.7	100.8	103.0	69.12	68.61	64.02
Bread and other bakery products.....	106.4	106.9	105.9	61.27	61.21	58.26
Biscuits and crackers.....	88.9	88.9	87.5	53.09	53.74	50.42
Distilled and malt liquors.....	100.0	100.4	98.3	81.98	81.23	77.50
Tobacco and tobacco products.....	110.9	104.7	112.3	62.38	63.80	59.12
Rubber products.....	98.8	100.8	113.3	72.13	72.11	71.63
Leather products.....	86.0	85.5	90.9	49.58	49.67	48.92
Boots and shoes (except rubber).....	92.1	91.1	95.2	47.37	47.13	46.63
Textile products (except clothing).....	77.6	78.5	87.8	56.78	56.80	55.84
Cotton yarn and broad woven goods.....	77.5	79.1	88.4	50.85	51.70	52.94
Woolen goods.....	59.3	59.4	73.6	54.87	54.78	53.13
Synthetic textiles and silk.....	79.9	81.3	87.5	64.31	63.90	61.51
Clothing (textile and fur).....	91.3	90.6	96.8	46.33	46.11	45.75
Men's clothing.....	95.1	94.5	103.1	45.64	45.26	44.80
Women's clothing.....	97.5	95.8	98.6	48.44	48.35	47.25
Knit goods.....	76.3	75.4	83.5	45.78	44.91	45.24
Wood products.....	95.5	94.2	102.6	62.63	61.17	59.64
Saw and planing mills.....	94.2	92.2	100.6	65.27	63.59	61.53
Furniture.....	106.9	106.4	112.6	59.83	58.37	57.81
Other wood products.....	80.1	80.6	92.8	55.19	55.19	54.26
Paper products.....	117.7	111.5	121.6	83.98	83.44	81.32
Pulp and paper mills.....	117.9	109.2	123.4	90.24	90.15	87.48
Other paper products.....	117.0	117.1	117.0	68.29	67.87	65.43
Printing, publishing and allied industries.....	118.8	119.3	118.1	76.86	75.99	73.70
Iron and steel products.....	104.1	105.1	115.5	80.12	79.65	78.03
Agricultural implements.....	68.2	65.9	68.1	79.44	79.32	76.48
Fabricated and structural steel.....	156.7	159.9	168.5	82.47	82.80	80.73
Hardware and tools.....	91.3	92.4	100.8	72.85	72.26	71.16
Heating and cooking appliances.....	97.2	94.2	101.4	70.09	68.77	67.02
Iron castings.....	97.8	100.1	106.3	76.65	76.09	75.94
Machinery mfg.....	109.6	111.8	128.7	77.21	76.43	75.59
Primary iron and steel.....	109.3	109.1	126.5	90.91	91.09	88.08
Sheet metal products.....	97.8	98.5	108.0	77.81	76.88	74.03
Transportation equipment.....	128.9	127.1	144.2	79.37	79.01	75.55
Aircraft and parts.....	368.2	371.1	380.7	85.40	85.96	82.51
Motor vehicles.....	109.1	97.3	128.2	81.64	80.97	75.93
Motor vehicle parts and accessories.....	99.4	100.0	118.4	79.22	78.16	73.94
Railroad and rolling stock equipment.....	81.5	84.0	93.6	73.54	72.75	71.40
Shipbuilding and repairing.....	146.0	144.6	159.2	73.90	73.73	70.87
Non-ferrous metal products.....	127.1	127.6	130.9	84.03	83.72	78.22
Aluminum products.....	124.8	124.5	136.5	79.16	79.30	74.66
Brass and copper products.....	98.2	97.9	109.2	74.97	74.20	72.67
Smelting and refining.....	156.9	158.2	155.0	92.09	91.66	84.54
Electrical apparatus and supplies.....	138.6	140.1	153.1	77.69	77.02	75.11
Non-metallic mineral products.....	119.7	121.2	122.8	74.23	74.36	71.76
Clay products.....	87.3	90.0	91.0	69.00	70.33	68.90
Glass and glass products.....	128.1	130.4	127.6	72.18	71.94	68.02
Products of petroleum and coal.....	137.7	137.7	135.1	103.51	101.60	95.15
Chemical products.....	133.5	132.9	129.3	82.46	82.47	77.59
Medicinal and pharmaceutical preparations.....	119.1	117.9	116.1	73.55	73.29	70.13
Acids, alkalis and salts.....	150.4	149.5	139.5	92.39	92.01	87.61
Miscellaneous manufacturing industries.....	113.9	113.7	111.3	64.00	63.74	59.80
<b>Construction</b> .....	<b>101.7</b>	<b>105.9</b>	<b>112.7</b>	<b>74.98</b>	<b>75.47</b>	<b>74.31</b>
Building and general engineering.....	107.5	112.9	126.1	80.79	82.25	80.14
Building.....	109.7	116.1	133.2	79.51	81.03	79.74
Engineering work.....	98.1	99.6	96.9	86.80	88.18	82.40
Highways, bridges and streets.....	92.5	94.8	91.2	64.17	62.54	61.42
<b>Service</b> .....	<b>126.8</b>	<b>128.3</b>	<b>125.1</b>	<b>47.88</b>	<b>47.14</b>	<b>45.24</b>
Hotels and restaurants.....	117.2	118.8	117.7	39.34	38.43	37.63
Laundries and dry cleaning plants.....	110.4	111.5	110.4	42.15	41.84	40.75
Other service.....	177.5	179.4	167.6	69.86	69.20	65.93
<b>Industrial composite</b> .....	<b>113.0</b>	<b>113.7</b>	<b>118.1</b>	<b>69.98</b>	<b>69.25</b>	<b>67.36</b>

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)  
(The latest figures are subject to revision)

—	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1958	Feb. 1, 1958	Mar. 1, 1957	Mar. 1, 1958	Feb. 1, 1958	Mar. 1, 1957
Newfoundland.....	38.8	39.1	43.2	161.0	163.0	150.3
Nova Scotia.....	40.6	39.7	40.7	150.4	149.3	143.7
New Brunswick.....	41.8	40.8	41.8	145.9	146.7	138.8
Quebec.....	40.9	41.0	42.4	148.6	148.1	141.3
Ontario.....	39.6	39.5	40.4	173.7	173.2	166.5
Manitoba.....	40.4	40.1	40.6	152.5	152.6	146.4
Saskatchewan.....	39.2	38.8	39.7	177.0	176.5	162.5
Alberta(1).....	39.8	39.4	40.1	175.0	174.6	163.6
British Columbia(2).....	37.9	36.9	38.1	201.2	197.8	188.0

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics.)

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Price and Prices Indexes, DBS.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958(1).....	40.0	165.3	66.12	158.5	124.3	127.5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics  
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.7	42.4	43.1	195.6	195.6	182.7	83.52	82.93	78.74
Metal mining.....	43.2	43.3	43.6	201.5	201.0	189.0	87.05	87.03	82.40
Gold.....	43.9	43.4	43.2	159.4	158.0	158.6	69.98	68.57	68.52
Other metal.....	43.0	43.2	43.8	217.3	217.2	201.4	93.44	93.83	88.21
Fuels.....	41.8	40.5	42.4	189.2	190.2	174.1	79.09	77.03	73.82
Coal.....	40.0	38.4	39.8	172.9	174.5	152.5	69.16	67.01	60.70
Oil and natural gas.....	44.9	44.2	47.0	213.1	214.0	206.9	95.68	94.59	97.24
Non-metal.....	41.5	41.7	42.2	175.4	175.4	168.2	72.79	73.14	70.98
Manufacturing.....	40.0	39.9	40.9	165.3	164.3	157.6	66.12	65.56	64.46
Food and beverages.....	40.0	39.9	40.6	146.2	145.9	137.9	58.48	58.21	55.99
Meat products.....	39.4	39.7	39.5	170.7	170.8	165.3	67.26	67.81	65.29
Canned and preserved fruits and vegetables.....	38.1	38.0	40.0	137.1	136.2	124.9	52.24	51.76	49.96
Grain mill products.....	41.1	41.0	41.1	156.2	154.8	144.3	64.20	63.47	59.31
Bread and other bakery products.....	42.1	42.0	42.3	131.5	130.8	124.3	55.36	54.94	52.58
Distilled and malt liquors.....	39.0	39.2	39.5	190.9	189.3	179.0	74.45	74.21	70.71
Tobacco and tobacco products.....	40.8	40.5	40.4	141.9	146.8	135.1	57.90	59.45	54.58
Rubber products.....	39.7	39.9	41.5	166.1	167.1	163.7	65.94	66.67	67.94
Leather products.....	40.6	40.7	41.7	112.9	113.0	108.6	45.84	45.99	45.29
Boots and shoes (except rubber).....	40.8	40.6	41.5	107.8	107.9	104.7	43.98	43.81	43.45
Textile products (except clothing).....	40.5	40.8	42.5	123.7	123.4	119.6	50.10	50.35	50.83
Cotton yarn and broad woven goods.....	37.4	38.4	40.7	121.8	121.9	120.7	45.55	46.81	49.12
Woolen goods.....	42.2	42.2	43.7	116.4	115.9	111.3	49.12	48.91	48.64
Synthetic textiles and silk.....	43.2	43.0	44.2	133.0	132.2	126.3	57.46	56.85	55.82
Clothing (textile and fur).....	38.1	38.0	39.5	108.1	107.7	104.7	41.19	40.93	41.36
Men's clothing.....	37.8	37.4	39.1	109.1	108.5	105.0	41.24	40.58	41.06
Women's clothing.....	37.5	37.2	38.2	114.0	114.1	111.0	42.75	42.45	42.40
Knit goods.....	40.1	39.5	41.2	103.2	102.4	100.8	41.38	40.45	41.53
*Wood products.....	40.9	39.9	41.3	145.6	144.5	137.2	59.55	57.66	56.66
Saw and planing mills.....	40.5	39.2	40.2	156.4	155.9	147.6	63.34	61.11	59.34
Furniture.....	41.7	40.8	43.0	133.0	131.3	125.5	55.46	53.57	53.97
Other wood products.....	41.5	41.2	43.0	120.8	121.2	117.4	50.13	49.93	50.48
Paper products.....	40.4	40.6	41.7	193.0	189.3	183.8	77.97	76.86	76.64
Pulp and paper mills.....	40.5	40.9	41.9	207.8	204.3	197.2	84.16	83.56	82.63
Other paper products.....	40.2	40.0	41.0	149.7	149.3	143.2	60.18	59.72	58.71
Printing, publishing and allied industries.....	39.3	38.7	39.8	195.2	192.9	186.5	76.71	74.65	74.23
*Iron and steel products.....	40.1	40.0	41.7	188.4	188.0	180.2	75.55	75.20	75.14
Agricultural implements.....	39.9	39.8	40.9	187.6	186.9	178.7	74.85	74.39	73.09
Fabricated and structural steel.....	40.6	40.9	42.2	184.6	185.5	177.3	74.95	75.87	74.82
Hardware and tools.....	40.2	40.3	41.6	165.7	165.7	160.7	66.61	66.78	66.85
Heating and cooking appliances.....	40.2	39.4	41.5	162.3	160.9	152.3	65.24	63.39	63.20
Iron castings.....	39.9	39.8	41.9	182.4	181.9	176.9	72.78	72.40	74.12
Machinery manufacturing.....	40.7	40.5	43.0	176.9	175.8	169.1	72.00	71.20	72.71
Primary iron and steel.....	39.5	39.5	41.0	219.5	220.4	208.2	86.70	87.06	85.36
Sheet metal products.....	39.8	39.6	40.7	182.4	181.7	171.0	72.60	71.95	69.60
*Transportation equipment.....	39.4	39.2	39.6	186.9	186.2	179.2	73.64	72.99	70.96
Aircraft and parts.....	40.2	40.8	41.8	191.4	191.5	183.6	76.94	78.13	76.74
Motor vehicles.....	36.6	35.2	35.5	199.8	199.3	192.0	73.13	70.15	68.16
Motor vehicle parts and accessories.....	39.6	39.0	39.1	187.1	185.9	178.5	74.09	72.50	69.79
Railroad and rolling stock equipment.....	39.8	39.4	40.1	180.3	180.0	175.0	71.76	70.92	70.18
Shipbuilding and repairing.....	40.2	40.2	41.0	180.4	180.6	170.2	72.52	72.60	69.78
*Non-ferrous metal products.....	40.3	40.0	40.9	193.6	194.8	178.1	78.02	77.92	72.84
Aluminum products.....	40.4	40.8	41.0	163.6	163.7	155.6	66.09	66.79	63.80
Brass and copper products.....	39.4	39.0	40.9	175.7	175.2	166.2	69.23	68.33	67.98
Smelting and refining.....	40.5	40.2	40.9	212.6	214.1	193.4	86.10	86.07	79.10
*Electrical apparatus and supplies.....	39.7	39.9	40.6	172.6	169.9	165.5	68.52	67.79	67.19
Heavy electrical machinery and equipment.....	39.8	39.7	41.6	191.4	191.2	182.8	76.18	75.91	76.04
Radios and radio parts.....	39.4	39.6	39.3	153.7	152.3	145.7	60.56	60.31	57.26
Batteries.....	38.7	39.9	41.8	163.7	163.5	162.3	63.35	65.24	67.84
Refrigerators, vacuum cleaners and appliances.....	40.0	39.9	40.1	172.3	173.1	167.9	68.92	69.07	67.33
Miscellaneous electrical products.....	39.4	39.8	40.0	163.0	155.9	151.9	64.22	62.05	60.76
Wire and cable.....	40.6	41.1	42.3	188.1	182.9	181.7	76.37	75.17	76.86
*Non-metallic mineral products.....	41.7	42.2	42.5	166.4	165.1	158.9	69.39	69.67	67.53
Clay products.....	40.7	42.3	42.4	154.9	153.6	150.6	63.04	64.97	63.85
Glass and glass products.....	42.5	42.7	42.1	160.7	159.5	152.8	68.30	68.11	64.33
Products of petroleum and coal.....	41.0	40.1	40.3	227.7	225.2	210.9	93.36	90.31	84.99
Chemical products.....	40.4	40.5	41.2	179.4	179.1	166.5	72.48	72.54	68.60
Medicinal and pharmaceutical preparations.....	40.7	40.7	40.8	140.6	139.2	132.4	57.22	56.65	54.02
Acids, alkalis and salts.....	41.0	41.0	41.9	205.4	204.6	190.0	84.21	83.89	79.61
Miscellaneous manufacturing industries.....	40.8	40.9	41.5	137.7	137.1	128.1	56.18	56.07	53.16
*Durable goods.....	40.1	39.9	40.9	178.7	178.1	170.3	71.66	71.06	69.65
Non-durable goods.....	39.9	39.9	41.0	151.6	150.3	143.6	60.49	59.97	58.88
Construction.....	40.5	40.5	41.6	178.9	180.6	174.9	72.45	73.14	72.76
Building and general engineering.....	40.2	41.1	42.5	194.0	194.7	185.4	77.99	80.02	78.80
Highways, bridges and streets.....	41.2	39.3	39.2	147.7	148.0	144.2	60.85	58.16	58.53
Electric and motor transportation.....	43.8	43.4	44.7	166.2	164.8	156.6	72.80	71.52	70.00
Service.....	39.7	39.2	40.1	97.1	95.9	93.2	38.55	37.59	37.37
Hotels and restaurants.....	40.1	39.5	40.5	96.4	94.9	93.6	38.66	37.49	37.91
Laundries and dry cleaning plants.....	39.2	38.9	40.0	93.4	93.1	87.3	36.61	36.22	34.92

\* Durable manufactured goods industries.

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
May 1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
May 1, 1954.....	14,942	15,335	30,277	378,873	86,818	465,691
May 1, 1955.....	15,508	14,655	30,163	394,275	98,601	492,876
May 1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
May 1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June 1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July 1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August 1, 1957.....	20,837	14,060	34,897	171,755	84,581	256,346
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October 1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November 1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December 1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January 1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February 1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March 1, 1958.....	7,389	8,459	15,848	703,609	171,254	874,863
April 1, 1958 <sup>(1)</sup> .....	9,730	10,892	20,622	697,400	171,088	868,488
May 1, 1958 <sup>(1)</sup> .....	17,323	13,174	30,497	592,509	165,419	757,928

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 31, 1958 (1)**

(SOURCE: FORM U.I.C. 751)

Industry	Male	Female	Total	Change from			
				February 28, 1958	March 29, 1957		
<b>Agriculture, Fishing, Trapping</b> .....	<b>690</b>	<b>171</b>	<b>861</b>	+	<b>461</b>	-	<b>770</b>
<b>Forestry</b> .....	<b>220</b>	<b>7</b>	<b>227</b>	-	<b>50</b>	-	<b>2,057</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>607</b>	<b>48</b>	<b>655</b>	-	<b>11</b>	-	<b>566</b>
Metal Mining.....	430	14	444	+	142	-	440
Fuels.....	104	23	127	-	125	-	104
Non-Metal Mining.....	34	1	35	-	19	-	25
Quarrying, Clay and Sand Pits.....	12	2	14	+	2	+	7
Prospecting.....	27	8	35	-	11	-	4
<b>Manufacturing</b> .....	<b>1,980</b>	<b>1,482</b>	<b>3,462</b>	-	<b>67</b>	-	<b>3,621</b>
Foods and Beverages.....	166	112	278	-	16	-	186
Tobacco and Tobacco Products.....	3	14	17	-	12	-	1
Rubber Products.....	9	16	25	+	2	-	22
Leather Products.....	38	72	110	-	12	-	115
Textile Products (except clothing).....	75	67	142	+	19	-	227
Clothing (textile and fur).....	85	661	746	-	64	-	589
Wood Products.....	187	49	236	+	40	-	190
Paper Products.....	72	39	111	-	23	-	157
Printing, Publishing and Allied Industries.....	116	75	191	+	14	-	94
Iron and Steel Products.....	322	85	417	-	98	-	643
Transportation Equipment.....	420	32	452	+	67	-	480
Non-Ferrous Metal Products.....	89	55	144	+	35	-	237
Electrical Apparatus and Supplies.....	131	51	182	-	59	-	335
Non-Metallic Mineral Products.....	46	34	80	+	19	-	101
Products of Petroleum and Coal.....	25	8	33	+	13	-	45
Chemical Products.....	133	56	189	-	5	-	106
Miscellaneous Manufacturing Industries.....	53	56	109	+	13	-	93
<b>Construction</b> .....	<b>1,163</b>	<b>80</b>	<b>1,243</b>	+	<b>390</b>	-	<b>1,150</b>
General Contractors.....	828	57	885	+	243	-	955
Special Trade Contractors.....	335	23	358	+	147	-	195
<b>Transportation, Storage and Communication</b> .....	<b>716</b>	<b>233</b>	<b>949</b>	+	<b>377</b>	-	<b>987</b>
Transportation.....	648	90	738	+	338	-	886
Storage.....	19	17	36	-	3	-	50
Communication.....	49	126	175	+	42	-	51
<b>Public Utility Operation</b> .....	<b>123</b>	<b>26</b>	<b>149</b>	+	<b>33</b>	-	<b>183</b>
<b>Trade</b> .....	<b>1,397</b>	<b>1,741</b>	<b>3,138</b>	+	<b>559</b>	-	<b>1,297</b>
Wholesale.....	401	361	762	-	42	-	516
Retail.....	996	1,380	2,376	+	601	-	781
<b>Finance, Insurance and Real Estate</b> .....	<b>468</b>	<b>559</b>	<b>1,027</b>	+	<b>92</b>	-	<b>565</b>
<b>Service</b> .....	<b>1,829</b>	<b>6,154</b>	<b>7,983</b>	+	<b>1,572</b>	-	<b>3,411</b>
Community or Public Service.....	192	1,104	1,296	+	43	-	374
Government Service.....	859	307	1,166	+	4	-	1,122
Recreation Service.....	67	81	148	+	61	-	89
Business Service.....	232	267	499	+	15	-	450
Personal Service.....	479	4,395	4,874	+	1,449	-	1,406
<b>Grand Total</b> .....	<b>9,193</b>	<b>10,501</b>	<b>19,694</b>	+	<b>3,356</b>	-	<b>14,637</b>

(1) Preliminary—subject to revision.  
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT APRIL 3, 1958 <sup>(1)</sup>**

(SOURCE: Form UIC 757)

Occupational Group	Unfiled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers . . .	1,239	801	2,040	9,797	2,086	11,883
Clerical workers . . . . .	736	2,698	3,434	21,828	48,177	70,005
Sales workers . . . . .	1,114	920	2,034	9,052	20,916	29,968
Personal and domestic service workers . .	562	5,116	5,678	49,433	30,702	80,135
Seamen . . . . .	30	.....	30	6,355	38	6,393
Agriculture, fishing, forestry (EX. Log).	788	30	818	21,421	933	22,354
Skilled and semiskilled workers . . . . .	3,533	995	4,528	336,598	31,986	368,584
Food and kindred products (inc. tobacco) . . . . .	35	7	42	2,748	902	3,650
Textiles, clothing, etc. . . . .	50	698	748	5,094	19,387	24,481
Lumber and lumber products . . . . .	232	3	235	57,690	347	58,037
Pulp, paper (inc. printing) . . . . .	40	6	46	1,831	719	2,550
Leather and leather products . . . . .	39	49	88	1,991	1,624	3,615
Stone, clay and glass products . . . . .	6	1	7	927	71	998
Metalworking . . . . .	417	5	422	29,825	1,886	31,711
Electrical . . . . .	64	10	74	5,297	2,000	7,297
Transportation equipment . . . . .	3	.....	3	1,676	81	1,757
Mining . . . . .	257	.....	257	4,155	.....	4,155
Construction . . . . .	542	.....	542	95,363	7	95,370
Transportation (except seamen) . . . . .	565	15	580	63,233	237	63,470
Communications and public utility . .	21	.....	21	1,614	28	1,642
Trade and service . . . . .	197	171	368	6,800	2,710	9,510
Other skilled and semiskilled . . . . .	938	26	964	40,198	1,525	41,723
Foremen . . . . .	70	4	74	7,753	450	8,203
Apprentices . . . . .	57	.....	57	10,403	12	10,415
Unskilled workers . . . . .	1,728	332	2,060	242,916	36,250	279,166
Food and tobacco . . . . .	16	43	59	9,410	10,210	19,620
Lumber and lumber products . . . . .	64	4	68	34,286	678	34,964
Metalworking . . . . .	26	16	42	13,148	1,076	14,224
Construction . . . . .	783	.....	783	123,799	4	123,803
Other unskilled workers . . . . .	839	269	1,108	62,273	24,282	86,555
<b>Grand Total . . . . .</b>	<b>9,730</b>	<b>10,892</b>	<b>20,622</b>	<b>697,400</b>	<b>171,088</b>	<b>868,488</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.



**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 3, 1958**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957
<b>Newfoundland</b> .....	<b>173</b>	<b>201</b>	<b>2,005</b>	<b>36,566</b>	<b>37,971</b>	<b>26,666</b>
Corner Brook.....		38	3	8,767	8,795	5,583
Grand Falls.....	2	6	1,174	3,336	3,569	3,028
St. John's.....	171	157	828	24,463	25,607	18,055
<b>Prince Edward Island</b> .....	<b>62</b>	<b>68</b>	<b>110</b>	<b>6,939</b>	<b>7,511</b>	<b>5,094</b>
Charlottetown.....	54	50	70	4,107	4,344	3,192
Summerside.....	8	18	40	2,832	3,167	1,902
<b>Nova Scotia</b> .....	<b>752</b>	<b>772</b>	<b>1,207</b>	<b>42,664</b>	<b>41,865</b>	<b>28,561</b>
Amherst.....	12	8	14	1,813	1,668	1,288
Bridgewater.....	13	12	34	2,984	2,919	1,829
Halifax.....	519	405	940	7,623	7,711	5,032
Inverness.....				1,662	1,626	1,263
Kentville.....	33	33	43	4,800	4,681	3,617
Liverpool.....	5	2	6	1,409	1,319	738
New Glasgow.....	28	22	54	6,108	5,758	3,653
Springhill.....				1,266	1,027	1,065
Sydney.....	75	213	69	7,065	7,085	5,168
Truro.....	10	18	31	2,756	2,376	2,037
Yarmouth.....	57	59	16	5,178	5,745	2,871
<b>New Brunswick</b> .....	<b>658</b>	<b>644</b>	<b>1,023</b>	<b>46,108</b>	<b>46,427</b>	<b>35,301</b>
Bathurst.....	12	16	15	7,727	8,034	6,559
Campbellton.....	35	27	81	3,795	3,853	3,384
Edmundston.....	16	11	51	3,919	3,652	3,110
Fredericton.....	153	99	130	3,063	2,871	2,250
Minto.....		4	106	1,035	1,071	831
Moncton.....	281	362	412	11,419	11,953	8,667
Newcastle.....	3	20	13	4,673	4,655	3,685
Saint John.....	133	91	179	3,847	3,876	2,390
St. Stephen.....	9	6	8	2,637	3,128	1,680
Sussex.....	3	5	7	1,021	866	809
Woodstock.....	13	3	21	2,972	2,468	1,936
<b>Quebec</b> .....	<b>4,402</b>	<b>3,604</b>	<b>7,255</b>	<b>281,476</b>	<b>271,079</b>	<b>200,421</b>
Asbestos.....	12	11	17	1,412	1,285	954
Beauharnois.....	35	16	22	1,582	1,650	959
Buckingham.....	34	8	5	1,857	1,508	1,733
Causapscal.....	2	1	3	4,747	4,216	3,824
Chandler.....	7	1	3	3,142	3,364	2,641
Chicoutimi.....	47	35	114	3,188	3,237	2,749
Dolbeau.....	6	21	12	3,417	2,670	2,649
Drummondville.....	22	24	57	3,020	3,153	2,301
Farnham.....	20	11	17	1,529	1,569	1,055
Forestville.....	30	17	375	3,618	3,351	2,169
Gaspé.....	2	3		3,014	3,002	2,325
Granby.....	26	16	84	2,749	2,856	1,538
Hull.....	100	17	72	5,683	5,712	4,424
Joliette.....	77	65	84	5,757	5,709	4,396
Jonquière.....	29	25	67	3,602	3,595	2,807
Lachute.....	11	5	14	1,274	1,219	891
La Malbaie.....	8	26	44	3,497	3,478	2,950
La Tuque.....	36	123	49	1,449	1,251	891
Lévis.....	81	67	119	6,378	6,356	5,351
Louiseville.....	38	39	55	2,387	2,262	1,822
Magog.....	1	1	5	1,338	1,341	841
Maniwaki.....	3		4	2,621	1,828	1,922
Matane.....	5	2	4	6,189	5,878	4,635
Mégantic.....	8	8	3	2,247	2,115	1,723
Mont-Laurier.....	6		3	2,249	1,727	1,966
Montmagny.....	19	9	25	3,761	3,374	3,008
Montreal.....	2,064	1,892	3,319	81,815	81,856	50,482
New Richmond.....	2	5	6	3,246	3,117	2,503
Port Alfred.....	289	2	488	2,388	2,171	1,998
Quebec.....	421	355	512	19,426	19,665	16,705
Rimouski.....	73	79	98	7,136	7,228	5,384
Rivière du Loup.....	11	14	49	8,553	8,398	6,998
Roberval.....	10	27	16	2,723	2,201	1,719
Rouyn.....	69	58	93	6,179	4,290	3,110
Ste-Agathe.....	21	9	4	1,931	1,700	1,527
Ste-Anne de Bellevue.....	44	14	62	1,673	1,765	1,328
Ste-Thérèse.....	37	19	62	2,718	2,849	2,010
St-Hyacinthe.....	33	32	55	3,494	3,146	2,449
St-Jean.....	63	45	61	2,590	2,523	1,771
St-Jérôme.....	20	34	39	2,543	2,624	1,943
Sept-Îles.....	67	52	167	2,911	2,707	1,968
Shawinigan Falls.....	22	13	49	7,583	6,559	5,114
Sherbrooke.....	103	88	170	7,457	7,490	5,400
Sorel.....	72	45	128	3,215	3,598	2,231
Thetford Mines.....	54	71	68	2,759	2,710	2,225

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 3, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957
<b>Quebec—Con.</b>						
Trois-Rivières.....	126	97	208	8,285	7,878	6,034
Val d'Or.....	11	8	49	4,267	3,278	2,577
Valleyfield.....	11	17	51	3,710	3,288	2,119
Victoriaville.....	24	20	67	3,874	3,878	2,570
Ville d'Alma.....	84	32	60	3,319	3,410	3,024
Ville St-Georges.....	17	15	104	5,974	5,044	4,408
<b>Ontario.....</b>	<b>7,512</b>	<b>5,535</b>	<b>11,913</b>	<b>254,180</b>	<b>265,903</b>	<b>165,565</b>
Arnprior.....	13	79	57	681	734	519
Barrie.....	31	19	56	1,634	1,796	1,228
Belleville.....	23	19	49	3,025	3,003	1,978
Bracebridge.....	60	35	76	1,974	1,894	1,354
Brampton.....	22	8	57	1,529	1,675	835
Brantford.....	57	59	80	3,565	3,935	2,460
Brockville.....	29	18	23	690	791	469
Carleton Place.....	6	8	1	478	538	321
Chatham.....	104	30	70	3,461	3,634	2,571
Cobourg.....	2	7	4	1,148	1,362	843
Collingwood.....	7	14	26	966	1,122	807
Cornwall.....	100	53	210	5,064	5,040	3,398
Fort Erie.....	18	2	50	1,048	1,023	456
Fort Frances.....	28	16	14	1,037	873	553
Fort William.....	515	101	197	3,727	3,592	2,233
Galt.....	47	40	221	2,291	2,224	1,065
Gananoque.....	3	2	6	510	570	346
Goderich.....	26	18	34	1,000	1,038	660
Guelph.....	38	49	111	2,635	2,896	1,506
Hamilton.....	502	430	841	18,841	20,604	10,849
Hawkesbury.....	23	8	30	1,569	1,627	1,365
Ingersoll.....	27	19	31	1,028	1,232	1,010
Kapuskasing.....	5	25	28	1,904	1,156	1,055
Kenora.....	81	11	48	1,310	1,216	675
Kingston.....	98	72	102	2,450	2,643	1,850
Kirkland Lake.....	52	66	79	2,086	1,804	960
Kitchener.....	103	78	81	4,478	4,545	3,222
Leamington.....	42	33	36	1,332	1,889	1,383
Lindsay.....	13	6	42	1,048	1,069	775
Listowel.....	50	17	37	694	701	466
London.....	438	287	587	6,288	6,667	4,766
Long Branch.....	94	65	125	4,719	5,171	2,817
Midland.....	11	7	42	1,623	1,803	1,213
Napanee.....	4	6	5	1,058	1,105	824
Newmarket.....	36	29	26	1,701	1,617	1,072
Niagara Falls.....	26	33	117	3,443	3,779	2,126
North Bay.....	20	16	35	3,173	3,151	1,872
Oakville.....	59	60	91	1,078	1,281	559
Orillia.....	17	30	33	1,537	1,703	963
Oshawa.....	101	27	86	5,052	5,239	3,876
Ottawa.....	818	630	1,991	8,001	8,581	6,489
Owen Sound.....	17	24	57	3,400	3,530	2,027
Parrv Sound.....	10	3	3	570	595	453
Pembroke.....	103	76	180	3,088	2,787	2,153
Perth.....	26	19	40	928	955	631
Peterborough.....	171	86	54	4,923	4,836	3,191
Pictou.....	9	12	31	754	894	641
Port Arthur.....	292	108	359	7,014	5,723	4,033
Port Colborne.....	13	11	9	1,428	1,360	737
Prescott.....	30	16	15	1,480	1,536	865
Renfrew.....	15	5	15	1,192	1,070	689
St. Catharines.....	104	62	119	5,943	6,535	3,912
St. Thomas.....	35	32	81	1,515	1,719	987
Sarnia.....	43	48	76	3,177	3,316	2,655
Sault Ste. Marie.....	212	151	622	3,804	3,906	1,436
Simcoe.....	46	56	23	1,778	2,024	1,546
Sioux Lookout.....	8	22	14	350	284	248
Smiths Falls.....	13	18	14	627	687	464
Stratford.....	15	9	33	1,412	1,567	930
Sturgeon Falls.....	.....	1	6	1,624	1,505	1,268
Sudbury.....	309	347	524	7,627	7,251	3,824
Timmins.....	144	52	85	3,630	2,793	2,096
Toronto.....	1,824	1,525	3,250	60,802	65,595	40,482
Trenton.....	39	40	53	1,117	1,316	847
Walkerton.....	50	39	49	1,024	1,112	710
Wallaceburg.....	4	5	9	869	966	1,029
Welland.....	27	28	78	3,727	4,065	1,709
Weston.....	94	125	130	3,488	3,519	2,335
Windsor.....	84	71	128	14,547	16,485	8,793
Woodstock.....	26	12	21	1,496	1,649	1,135

**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 3, 1958**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957
<b>Manitoba</b>	<b>1,639</b>	<b>1,091</b>	<b>2,707</b>	<b>35,273</b>	<b>35,879</b>	<b>25,173</b>
Brandon	210	159	235	3,451	3,538	2,445
Dauphin	19	10	96	2,348	2,329	1,541
Flin Flon	18	14	80	366	357	166
Portage la Prairie	61	39	210	1,882	1,866	1,251
The Pas	27	39	90	398	389	162
Winnipeg	1,304	830	1,996	26,828	27,400	19,605
<b>Saskatchewan</b>	<b>1,265</b>	<b>707</b>	<b>1,953</b>	<b>26,047</b>	<b>26,682</b>	<b>18,375</b>
Estevan	62	46	111	879	829	398
Moose Jaw	180	101	338	1,956	2,097	1,503
North Battleford	53	54	45	2,397	2,334	1,366
Prince Albert	89	51	102	3,183	3,081	2,153
Regina	378	187	540	5,990	6,475	4,574
Saskatoon	303	146	396	5,578	5,671	4,027
Swift Current	69	40	143	1,376	1,419	1,125
Weyburn	55	33	78	734	736	474
Yorkton	76	49	200	3,954	4,040	2,755
<b>Alberta</b>	<b>2,361</b>	<b>1,960</b>	<b>3,195</b>	<b>43,123</b>	<b>41,874</b>	<b>26,725</b>
Blairmore	3	3	7	956	923	365
Calgary	851	639	1,320	11,193	11,293	7,182
Drumheller	10	11	16	1,080	959	855
Edmonton	1,017	939	1,111	21,421	20,666	12,530
Edson	47	54	162	834	623	420
Lethbridge	220	93	307	3,665	3,695	2,948
Medicine Hat	164	185	204	1,832	1,918	1,233
Red Deer	49	36	68	2,142	1,797	1,386
<b>British Columbia</b>	<b>1,798</b>	<b>1,266</b>	<b>2,915</b>	<b>96,112</b>	<b>99,672</b>	<b>58,787</b>
Chilliwack	62	59	96	2,689	2,861	2,025
Courtenay	7	18	38	1,774	2,086	1,125
Cranbrook	9	16	7	2,044	1,805	1,118
Dawson Creek	37	18	28	1,943	1,800	669
Duncan	16	11	45	1,387	1,580	561
Kamloops	36	16	44	3,333	2,654	1,685
Kelowna	9	6	14	2,106	2,278	1,646
Kitimat	18	14	286	833	867	594
Mission City	7	8	19	1,711	1,941	1,207
Nanaimo	25	19	38	2,333	2,748	1,406
Nelson	21	19	30	1,953	1,937	1,357
New Westminster	171	139	246	10,733	11,560	6,873
Penticton	15	6	52	2,315	2,467	1,458
Port Alberni	17	15	17	1,616	1,793	679
Prince George	85	66	82	3,947	3,035	2,555
Prince Rupert	43	25	75	2,666	3,050	1,146
Princeton	4	.....	2	753	738	490
Trail	23	26	10	1,702	1,670	1,070
Vancouver	796	579	1,238	41,224	42,817	24,822
Vernon	20	30	30	2,976	3,300	2,396
Victoria	184	157	340	5,397	6,053	3,541
Whitehorse	193	19	178	677	632	364
<b>Canada</b>	<b>20,622</b>	<b>15,848</b>	<b>34,283</b>	<b>868,488</b>	<b>874,863</b>	<b>590,668</b>
Males	9,730	7,389	19,523	697,400	703,609	479,539
Females	10,892	8,459	14,760	171,088	171,254	111,129

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (3 months)	162,846	104,318	58,528	11,389	40,683	61,795	32,029	16,950
1958 (3 months)	143,553	89,768	53,785	10,801	37,074	53,498	28,276	13,904

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 2, 1958 TO MARCH 31, 1958

(Source: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario					
	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified			
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual	Regular
<b>Agriculture</b> .....	2	.....	22	14	.....	21	11	.....	1	34	25	1	.....	152	81	28	4	994	588	59	38
<b>Forestry</b> .....	1	.....	.....	.....	.....	115	107	2	.....	379	131	.....	.....	931	624	5	87	917	830	10	13
<b>Fishing and Trapping</b> .....	.....	.....	.....	.....	.....	4	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	7	5	.....	2
<b>Mining, Quarrying and Oil Wells</b> .....	20	3	.....	.....	.....	251	170	.....	36	143	133	1	.....	622	410	2	49	1,205	855	10	176
Metal Mining.....	.....	.....	.....	.....	.....	5	3	.....	.....	.....	.....	.....	.....	268	121	1	37	1,214	797	9	171
Fuels.....	20	3	.....	.....	.....	245	167	.....	36	134	132	.....	.....	200	28	.....	.....	19	4	.....	.....
Non-Metal Mining.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	288	233	.....	11	5	.....	.....	.....
Quarrying, Clay and Sand Pits.....	.....	.....	.....	.....	.....	1	.....	.....	.....	1	.....	.....	.....	14	12	1	.....	59	39	.....	3
Prospecting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	22	16	.....	.....	15	11	.....	2
<b>Manufacturing</b> .....	80	26	.....	.....	.....	1,519	1,215	150	43	342	227	38	2	14,761	10,606	853	141	16,924	13,076	1,459	350
Foods and Beverages.....	54	4	75	40	22	168	88	31	5	140	122	7	1	1,079	802	42	4	1,373	967	189	8
Tobacco and Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	110	63	20	.....	775	703	8	2
Rubber Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	140	101	13	.....	133	83	22	10
Leather Products.....	.....	.....	.....	.....	.....	3	1	.....	.....	19	7	2	.....	779	472	93	2	560	550	15	10
Textile Products (except clothing).....	1	1	.....	4	4	3	.....	.....	.....	4	1	.....	.....	957	793	26	3	698	551	27	21
Clothing (textile and fur).....	.....	.....	.....	.....	.....	17	12	1	.....	6	4	.....	.....	4,426	3,433	35	3	1,368	1,110	55	3
Wood Products.....	2	1	15	15	.....	77	67	.....	1	66	43	5	.....	4,882	686	19	10	1,124	919	73	22
Paper Products.....	.....	.....	.....	.....	.....	2	.....	.....	.....	20	12	5	.....	820	642	26	17	694	519	79	16
Printing, Publishing and Allied Industries.....	9	9	.....	4	1	33	23	3	.....	8	4	.....	.....	400	283	69	10	1,044	559	324	8
Iron and Steel Products.....	1	1	.....	1	.....	433	307	104	21	23	14	7	1	1,501	770	348	24	2,980	2,331	218	65
Transportation Equipment.....	3	2	6	6	.....	766	721	2	14	25	14	5	.....	1,384	1,074	29	23	1,892	1,496	84	135
Non-Ferrous Metal Products.....	.....	.....	.....	.....	.....	4	2	1	.....	11	6	3	.....	425	285	15	36	840	611	94	6
Electrical Apparatus and Supplies.....	.....	.....	.....	.....	.....	9	6	.....	.....	.....	.....	.....	.....	339	220	6	2	1,090	851	60	9
Non-Metallic Mineral Products.....	7	7	.....	.....	.....	23	9	8	.....	8	4	2	.....	449	339	56	2	452	348	52	15
Products of Petroleum and Coal.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	69	29	3	.....	53	26	1	3
Chemical Products.....	2	.....	2	.....	.....	5	3	.....	.....	2	2	.....	.....	489	294	41	.....	950	646	95	15



TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 2, 1958 TO MARCH 31, 1958

(SOURCE: U.I.C. 751)

Industry	Manitoba						Saskatchewan						Alberta						British Columbia						Canada					
	Placements			Va-can-cies Notified	Placements			Va-can-cies Notified	Placements			Va-can-cies Notified	Placements			Va-can-cies Notified	Placements			Va-can-cies Notified	Placements			Va-can-cies Notified						
	Reg-ular	Cas-ual	Trans-fers out		Reg-ular	Cas-ual	Trans-fers out		Reg-ular	Cas-ual	Trans-fers out		Reg-ular	Cas-ual	Trans-fers out		Reg-ular	Cas-ual	Trans-fers out		Reg-ular	Cas-ual	Trans-fers out							
<b>Agriculture</b> .....	239	126	10	582	298	5	1,388	674	27	1	311	230	10	1	3,739	2,049	140	45												
<b>Forestry</b> .....	159	103	5	12	8		557	444	6	7	731	680	7	6	3,802	2,927	35	113												
<b>Fishing and Trapping</b> .....	1	1					6	2	3		13	5	7		31	16	10	2												
<b>Mining, Quarrying and Oil Wells</b> .....	125	112	3	62	47	8	731	502	22	24	345	130	4	5	3,604	2,362	50	295												
Metal Mining.....	106	95	3	4	1		35	33		18	274	81		5	1,954	1,134	44	218												
Fuels.....				54	42	8	427	274	20	18	22	29	2		388	176	30	55												
Non-Metal Mining.....	1			1	1		17	18		1	26	11			38	258		11												
Quarrying, Clay and Sand Pits.....	6	5		1	1		23	18		5	9	4			79		3	8												
Prospecting.....	12	12		6	4		206	173	2	5	4	4			265	220	3													
<b>Manufacturing</b> .....	2,216	1,471	342	5	441	256	88	2	1,499	855	281	12	3,509	2,553	202	30	41,426	30,265	3,441	585										
Foods and Beverages.....	265	140	74	3	187	103	48	2	326	101	139	5	449	293	31	2	4,072	2,633	500	39										
Tobacco and Tobacco Products.....									6	0	0		9	2			886	804	28	2										
Rubber Products.....	3	3		5	3	2	1	4	4								286	203	27	2										
Leather Products.....	41	30	0	1	1		3	2	3								1,432	1,030	120	19										
Textile Products (except clothing).....	42	29		1	1		41	30	9	6	26	16	4				1,801	1,449	66	24										
Clothing (textile and fur).....	586	424	43	18	10	5	81	57	6	148	91	4					6,650	5,157	149	24										
Wood Products.....	196	121	42	20	12	3	109	78	11	6	1,743	1,455	35	13	4	4,236	3,397	189	46											
Paper Products.....	79	57	11	4	4		29	13	5		160	115				1,808	1,362	126	37											
Printing, Publishing and Allied Industries.....	190	94	49	41	22	8	87	53	12		168	67	26			2,073	1,118	492	20											
Iron and Steel Products.....	499	303	62	56	37	7	182	113	26	1	168	119	10	1		2,763	4,001	782	113											
Transportation Equipment.....	126	70	3	59	29	1	228	121	22	1	190	113	28	1		4,675	3,646	175	175											
Non-Ferrous Metal Products.....	76	24		2	1		9	11	4	3	91	38	11			1,429	972	127	17											
Electrical Apparatus and Supplies.....	20	37	15	2	2		22	6	4	8	52	32				1,584	1,161	85	16											
Non-Metallic Mineral Products.....	51	39	0	2	6		208	176	8		104	87	6			1,307	1,015	138	17											
Products of Petroleum and Coal.....	17	12		15	10	1	51	15			28	9	3			1,204	1,02	102	8											
Chemical Products.....	64	37	18	25	18	3	101	33	37		84	43	23			1,724	1,076	219	19											
Miscellaneous Manufacturing Industries.....	71	51	12	5	1	3	33	19	8		55	29	11			1,489	1,136	111	11											
<b>Construction</b> .....	1,219	900	24	756	509	126	74	1	303	895	115	1	1,240	819	214	23	19,847	14,423	2,356	816										
General Contractors.....	641	656	18	520	370	79	70	954	638	91	1	873	607	160	20	14,657	10,779	1,556	745											
Special Trade Contractors.....	278	244	6	217	139	47	4	349	259	54		367	242	54	8	5,190	3,694		71											
<b>Transportation, Storage and Communication</b> .....	578	269	86	3	197	131	45	4	625	261	137	3	1,109	370	148	3	11,556	3,538	5,462	80										
Transportation.....	483	223	58	1	134	92	33	4	443	174	99	1	857	267	101	2	10,154	2,852	5,213	58										

Storage.....	60	20	39	22	12	84	42	31	102	43	47	612	319	213	5
Communication.....	35	16	24	17	.....	98	45	7	150	60	.....	790	367	36	17
<b>Public Utility Operation.....</b>	<b>101</b>	<b>56</b>	<b>129</b>	<b>44</b>	<b>1</b>	<b>43</b>	<b>27</b>	<b>2</b>	<b>93</b>	<b>47</b>	<b>10</b>	<b>1,013</b>	<b>528</b>	<b>64</b>	<b>10</b>
<b>Trade.....</b>	<b>2,326</b>	<b>856</b>	<b>1,489</b>	<b>796</b>	<b>322</b>	<b>2,604</b>	<b>1,207</b>	<b>766</b>	<b>2</b>	<b>3,436</b>	<b>1,230</b>	<b>8</b>	<b>27,594</b>	<b>6,501</b>	<b>123</b>
Wholesale.....	939	408	457	236	161	1,032	476	342	1	955	191	3	9,311	5,046	39
Retail.....	1,387	448	1,032	560	161	1,572	731	424	1	2,481	1,039	5	18,283	9,386	84
<b>Finance, Insurance and Real Estate.....</b>	<b>382</b>	<b>190</b>	<b>227</b>	<b>132</b>	<b>13</b>	<b>485</b>	<b>265</b>	<b>23</b>	<b>657</b>	<b>390</b>	<b>31</b>	<b>3</b>	<b>4,944</b>	<b>2,804</b>	<b>15</b>
<b>Service.....</b>	<b>3,596</b>	<b>1,467</b>	<b>2,950</b>	<b>1,206</b>	<b>665</b>	<b>7,447</b>	<b>3,212</b>	<b>1,331</b>	<b>77</b>	<b>7,541</b>	<b>4,293</b>	<b>25</b>	<b>64,516</b>	<b>33,377</b>	<b>379</b>
Community or Public Service.....	401	200	355	146	62	1,986	322	79	10	644	404	41	5,910	3,145	30
Government Service.....	738	533	605	294	5	2,108	1,356	11	59	1,935	1,516	16	15,258	12,274	214
Recreation Service.....	48	23	76	20	35	112	60	31	1	114	50	.....	1,143	489	2
Business Service.....	157	65	11	162	92	375	227	33	6	485	280	33	3,705	2,211	306
Personal Service.....	2,252	646	1,752	654	552	3,866	1,177	1,227	1	4,363	2,034	5	38,500	15,258	112
<b>Totals.....</b>	<b>10,963</b>	<b>5,551</b>	<b>6,845</b>	<b>3,427</b>	<b>1,268</b>	<b>16,698</b>	<b>8,344</b>	<b>2,793</b>	<b>128</b>	<b>15,985</b>	<b>11,004</b>	<b>104</b>	<b>185,072</b>	<b>106,871</b>	<b>2,463</b>
Men.....	5,544	3,369	3,580	1,527	700	9,264	5,039	1,525	115	10,163	6,124	89	105,001	65,714	2,257
Women.....	5,119	2,182	3,265	1,600	568	7,434	3,305	1,268	13	8,822	4,880	15	71,068	41,157	206

1. Current and deferred vacancies reported during the period.

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, MARCH 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	38.8	7,511	163,089	\$ 3,513,090
Prince Edward Island.....	7.0	1,058	29,224	569,182
Nova Scotia.....	40.8	9,109	171,230	3,392,650
New Brunswick.....	42.3	10,387	177,718	3,651,447
Quebec.....	252.4	76,544	1,060,047	22,848,255
Ontario.....	240.4	73,512	1,009,875	21,742,016
Manitoba.....	34.0	7,938	142,629	2,970,244
Saskatchewan.....	24.9	5,585	104,753	2,255,979
Alberta.....	36.8	10,727	154,721	3,411,109
British Columbia.....	84.8	21,714	355,967	8,028,074
Total, Canada, March 1958.....	802.2	224,085	3,369,253	72,382,046
Total, Canada, February 1958.....	735.7	251,988	2,943,125	63,307,658
Total, Canada, March 1957.....	498.3	168,726	2,093,065	44,125,523

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, MARCH 31, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percentage Postal	March 29, 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
<b>CANADA.....</b>	859,639	140,182	65,074	120,421	146,689	192,756	87,431	107,086	41.9	558,811
<b>MALE.....</b>	699,345	113,888	52,836	96,886	117,813	166,010	73,072	78,840	45.4	457,781
<b>FEMALE.....</b>	160,294	26,294	12,238	23,535	28,876	26,746	14,359	28,246	26.7	101,030
<b>Newfoundland.....</b>	37,797	4,363	1,594	4,348	8,481	12,401	3,055	3,555	81.9	25,205
<b>Male.....</b>	36,194	4,141	1,492	4,130	8,156	12,110	2,906	3,259	83.3	24,233
<b>Female.....</b>	1,603	222	102	218	325	291	149	296	49.2	972
<b>Prince Edward Island.....</b>	6,680	406	234	587	1,285	3,069	616	483	77.5	4,350
<b>Male.....</b>	5,759	348	198	491	1,087	2,757	526	352	79.6	3,752
<b>Female.....</b>	921	58	36	96	198	312	90	131	63.7	598
<b>Nova Scotia.....</b>	44,235	6,191	2,646	5,543	10,218	10,663	3,763	5,211	59.1	28,571
<b>Male.....</b>	38,451	5,440	2,209	4,716	9,038	9,855	3,380	4,316	61.1	25,118
<b>Female.....</b>	5,281	751	437	827	1,180	808	383	895	44.4	3,453
<b>New Brunswick.....</b>	46,061	6,091	2,741	5,329	7,899	13,091	5,332	5,578	70.7	33,728
<b>Male.....</b>	40,096	5,410	2,416	4,627	6,729	11,872	4,680	4,362	73.3	29,787
<b>Female.....</b>	5,965	681	325	702	1,170	1,219	652	1,216	53.1	3,941
<b>Quebec.....</b>	279,966	48,260	23,206	42,585	43,289	65,254	27,077	30,295	44.7	197,076
<b>Male.....</b>	332,995	39,808	19,696	35,878	35,875	57,575	23,002	21,661	48.5	167,204
<b>Female.....</b>	46,971	8,452	3,510	6,707	7,414	8,179	4,075	8,634	25.7	29,872
<b>Ontario.....</b>	251,274	45,887	20,380	36,667	41,886	46,773	23,010	36,671	26.7	151,367
<b>Male.....</b>	188,451	34,613	15,084	27,277	31,068	37,186	17,743	25,480	28.0	112,589
<b>Female.....</b>	62,823	11,274	5,296	9,390	10,818	9,587	5,267	11,191	22.8	38,778
<b>Manitoba.....</b>	35,851	4,437	2,216	4,462	7,093	8,595	4,748	4,300	36.5	24,023
<b>Male.....</b>	27,691	3,394	1,662	3,124	5,149	7,176	4,014	3,172	42.9	18,286
<b>Female.....</b>	8,160	1,043	554	1,338	1,944	1,419	734	1,128	14.7	5,737
<b>Saskatchewan.....</b>	25,219	2,701	1,321	3,077	4,769	6,949	3,686	2,716	56.5	17,036
<b>Male.....</b>	21,053	2,237	1,046	2,462	3,812	6,136	3,268	2,092	60.9	14,212
<b>Female.....</b>	4,166	464	275	615	957	813	418	624	34.0	2,824
<b>Alberta.....</b>	43,652	8,368	3,320	6,539	7,985	8,061	4,936	4,443	38.1	26,420
<b>Male.....</b>	36,951	7,210	2,736	5,423	6,535	7,273	4,289	3,485	40.4	22,859
<b>Female.....</b>	6,701	1,158	584	1,116	1,450	788	647	958	25.4	3,561
<b>British Columbia.....</b>	88,904	13,478	7,416	11,284	13,784	17,900	11,208	13,834	33.0	51,035
<b>Male.....</b>	71,201	11,287	6,297	8,758	10,364	14,570	9,264	10,661	33.9	39,741
<b>Female.....</b>	17,703	2,191	1,119	2,526	3,420	3,330	1,944	3,173	29.4	11,294



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
MARCH, 1958**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims Filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	7,225	6,489	736	7,291	6,398	893	2,675
Prince Edward Island.....	1,115	945	170	1,065	995	70	257
Nova Scotia.....	10,178	7,282	2,896	10,654	9,671	983	2,367
New Brunswick.....	12,524	9,453	3,071	12,511	11,429	1,082	2,670
Quebec.....	88,384	63,260	25,124	87,282	79,305	7,977	25,243
Ontario.....	78,781	53,132	25,649	79,842	71,485	8,357	18,301
Manitoba.....	8,929	7,030	1,899	8,529	7,574	955	2,109
Saskatchewan.....	5,928	4,776	1,152	5,981	5,292	689	1,484
Alberta.....	13,322	9,527	3,795	12,245	10,887	1,358	4,709
British Columbia.....	26,952	17,773	9,179	24,871	21,435	3,436	8,743
Total, Canada, March 1958....	253,338	179,667	73,671	250,271	224,471	25,800	68,558
Total, Canada, February 1958.	243,907	175,637	68,270	260,495	229,474	31,021	65,491
Total, Canada, March 1957....	195,224	143,269	51,955	194,759	168,707	26,052	60,415

\* In addition, revised claims received numbered 35,813.

† In addition, 36,700 revised claims were disposed of. Of these, 3,642 were special requests not granted and 1,554 were appeals by claimants. There were 5,013 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER  
THE UNEMPLOYMENT INSURANCE ACT**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1957—March.....	3,987,000	3,414,600	572,400
April.....	3,963,000	3,404,200	558,800
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July.....	3,892,000	3,687,500	204,500
August.....	3,921,000	3,715,200	205,800
September.....	3,925,000	3,716,300	208,700
October.....	3,918,000	3,691,500	226,500
November.....	3,913,000	3,645,000	268,000
December.....	3,967,000	3,563,700	403,300
1958—January.....	4,168,000	3,423,800	744,200
February.....	4,134,200	3,299,500	834,500
March*.....	4,152,300	3,283,000	869,300

\* Preliminary.

**TABLE E-5.—UNEMPLOYMENT INSURANCE FUND  
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1958**

SOURCE: Unemployment Insurance Commission

Fiscal Year ended March 31	REVENUE										EXPENDITURE			BALANCE			
	CONTRIBUTIONS (Gross less refunds)					INTEREST on Investments and Profit on Sale of Securities		Total Revenue		BENEFIT PAYMENTS							
	Employer and Employee	Government	Fines and Penalties	Interest on Investments and Profit on Sale of Securities	Total Revenue	Ordinary	Supplementary and Seasonal	Total	Supplementary and Seasonal	Total	Balance in Fund						
	\$	cts.	\$	cts.	\$	cts.	\$	cts.	\$	cts.	\$	cts.	\$	cts.			
To 1950.....	644,786,331	88	128,886,931	60	41,539,99	61,989,796	65	835,704,600	12	252,319,395	71	738,233	89	253,057,627	60	582,646,972	52
1951.....	128,744,248	84	25,796,703	41	34,056	15,630,847	06	170,206,456	81	83,082,101	75	5,190,949	79	88,273,051	54	664,580,376	79
1952.....	153,887,858	49	30,805,704	77	33,344	19,046,503	98	203,773,411	24	85,559,677	68	4,594,758	92	90,154,436	60	778,199,351	43
1953.....	155,184,595	03	31,036,836	18	36,085,94	22,950,737	44	209,208,254	59	128,814,474	79	7,008,266	57	135,822,441	36	851,585,164	66
1954.....	158,673,276	19	31,735,867	91	36,833,77	26,094,504	24	216,540,482	11	174,619,903	03	12,231,610	40	186,851,513	43	881,274,133	34
1955.....	158,860,309	41	31,771,463	88	36,787,72	26,378,268	64	217,046,829	65	232,757,808	10	24,870,838	12	257,628,646	22	840,692,316	77
1956.....	169,726,970	28	33,948,572	66	31,070	25,005,132	67	228,711,745	61	180,038,054	37	35,167,479	42	215,205,543	79	854,198,518	59
1957.....	188,001,489	31	37,587,449	77	43,826	26,039,086	03	251,671,851	77	201,196,193	03	30,099,525	67	231,295,713	70	874,574,651	66
To 1957.....	1,757,895,079	46	351,569,530	18	294,144	223,134,876	71	2,332,863,630	90	1,338,387,316	46	119,901,662	78	1,458,288,979	24	874,574,651	66
April.....	15,206,793	82	2,999,908	76	3,681	2,197,493	75	20,407,877	90	33,295,656	02	7,079,027	92	40,374,683	94	854,607,845	71
May.....	15,083,722	64	3,089,062	89	3,388	2,841,612	26	18,460,786	19	26,249,196	98	.....	.....	26,249,196	98	846,819,435	32
June.....	15,021,623	50	2,943,617	85	3,023	2,272,289	40	20,240,564	22	11,330,727	76	.....	.....	11,330,727	76	852,729,261	78
July.....	17,247,401	41	3,447,485	65	3,615	2,372,380	15	23,070,810	31	13,776,646	25	.....	.....	13,776,646	25	862,023,425	84
August.....	15,760,354	64	3,195,337	52	2,988,77	2,408,448	32	21,367,129	25	13,010,710	45	.....	.....	13,010,710	45	870,379,844	64
September.....	16,010,864	73	3,191,741	24	3,153,24	2,358,987	61	21,655,746	82	13,786,969	73	.....	.....	13,786,969	73	878,248,621	73
October.....	16,720,914	67	3,376,830	41	3,957,70	2,755,656	23	22,857,359	01	16,305,464	48	.....	.....	16,305,464	48	884,800,516	26
November.....	16,035,563	50	3,205,299	47	4,800	2,356,477	86	21,602,141	47	18,961,516	48	.....	.....	18,961,516	48	887,441,141	25
December.....	16,190,473	26	3,238,501	82	5,042	2,502,808	78	21,936,826	43	29,060,050	04	2,047,773	23	31,907,823	27	877,470,144	41
January.....	16,765,637	75	3,333,733	35	4,078	2,951,641	15	22,181,360	69	48,526,541	35	.....	.....	48,526,541	35	838,917,440	79
February.....	15,017,782	63	3,002,326	52	3,845	889,669	98	18,913,658	02	48,032,551	48	15,231,442	56	63,263,994	04	794,547,091	77
March.....	16,147,827	55*	3,228,859	93	4,612	1,945,916	07	21,327,216	42	52,375,448	18	19,782,724	35	72,358,173	53	743,516,135	66
Sub-Total.....	191,299,960	10	38,272,705	41	46,188	24,402,629	56	254,021,483	82	327,911,478	80	57,108,521	02	385,079,999	82	743,516,135	66
Total.....	1,949,165,039	56	389,842,235	59	340,333	247,537,506	27	2,586,885,114	72	1,666,298,795	26	177,070,183	80	1,843,368,979	06	743,516,135	66

\* Stamps \$7,232,091.36, meter \$1,553,515.89, bulk \$7,325,699.02, D.V.A. \$36,821.28.

† Penalties from 1 October 1955.

‡ Seasonal from 1 January 1956 (Estimated).

§ Figures for March 1958 and totals are subject to revision.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1958**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	April 1957	March 1958	April 1958					
(1) St. John's, Nfld.....	108.7	110.7	111.9	110.6	111.3	103.2	108.5	121.3
Halifax.....	119.4	122.7	123.5	117.8	131.4	115.5	125.4	131.1
Saint John.....	122.1	124.9	125.4	119.5	134.7	117.1	121.5	137.0
Montreal.....	120.5	125.9	125.6	127.4	141.1	107.3	119.0	128.7
Ottawa.....	122.4	125.1	125.7	122.7	144.3	111.7	118.7	131.3
Toronto.....	124.2	128.2	128.9	123.7	153.2	113.4	121.6	133.4
Winnipeg.....	119.2	122.4	123.3	122.6	129.6	114.9	117.5	129.3
Saskatoon-Regina.....	117.9	121.1	121.7	120.4	120.1	119.1	122.5	124.8
Edmonton-Calgary.....	117.7	120.4	121.3	119.0	123.3	116.0	119.9	127.3
Vancouver.....	122.2	124.5	125.9	124.2	135.9	113.4	128.0	128.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-APRIL 1957-1958††**

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23†	23	9,364†	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
Cumulative Totals.....	<b>91</b>		<b>35,026</b>		<b>488,075</b>	<b>0.13</b>
1957						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
Cumulative Totals.....	<b>88</b>		<b>26,017</b>		<b>225,060</b>	<b>0.06</b>

† Strikes uncompleted 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. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2—STRIKES AND LOCKOUTS APRIL 1958, INVOLVING 100 OR MORE WORKERS**

Preliminary, subject to revision

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>(1)</sup>	Date Terminated or Lapsed	Approximate Time Lost Man-Days		Major Issue(s)	Major Term(s) of Settlement
					April	To Date		
<b>MINING—</b>								
<i>Other</i> — Canadian Gypsum Co. Ltd., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers' Union No. 294, CLC.	(c) 300	Oct. 31 1957	.....	7,500	46,050	Wages, hours, union security and fringe benefits.	.....
<b>MANUFACTURING—</b>								
<i>Clothing</i> — Hyde Park Clothes Ltd., Montreal, Que.	Amalgamated Clothing Workers of America, AFL-CHO/ CLC.	278	Mar. 17	.....	5,835	7,570	Union recognition.	.....
<b>CONSTRUCTION—</b>								
Heavy Construction Association of B.C. Vancouver, B.C.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, No. 213, CLC.	3,000	Mar. 4	Apr. 30	63,000	124,000	Wages and fringe benefits.	Return of workers.
Jamieson Construction, Port Alberni, B.C.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 213, CLC.	150	Mar. 12	Apr. 29	2,850	4,510	Wages.	Referral to arbitration.
<b>TRANSPORTATION AND COMMUNICATION—</b>								
Northern Electric Co. Toronto, London, Belleville, Fort Frances, Ont.; Regina, Sask.; Calgary, Alta.; Vancouver, B.C.	Communications Workers of America, No. C4.	2,114	Mar. 24	Apr. 17	23,250	35,935	Wages.	Increased wages, over- time for office workers and \$60.00 retroactive pay.
<b>MINING—</b>								
<i>Coal</i> — Dominion Coal Co., Ltd., No. 20 Colliery, Glace Bay, N.S.	United Mine Workers of America, No. 4520, I.N.D.	891	Apr. 7	Apr. 9	1,780	1,780	Disciplinary action.	Return of workers, grievance procedure.
Dominion Coal Co., Ltd., No. 4 Colliery, Glace Bay, N.S.	United Mine Workers of America, No. 4530, I.N.D.	753	Apr. 16	Apr. 21	2,260	2,260	Absent employees job filled by another workman.	Return of workers pending investigation of grievance committee.

TABLE G-2—STRIKES AND LOCKOUTS APRIL 1958, INVOLVING 100 OR MORE WORKERS

Preliminary, subject to revision

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>(1)</sup>	Date Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					April	To Date		
Dominion Coal Co., Ltd., No. 16 Colliery, New Waterford, N.S.	United Mine Workers of America, No. 4526, IND.	1,015	Apr. 18	Apr. 21	1,015	1,015	Protesting cut on surface force.	Return of workers pending investigation by grievance committee.
Dominion Coal Co., Ltd., No. 16 Colliery, New Waterford, N.S.	United Mine Workers of America, No. 4526, IND.	1,015	Apr. 22	Apr. 24	1,015	1,015	Dispute over long wall operation	Return of workers pending discussion of their grievances.
MANUFACTURING— Wood— Hay & Co., Ltd., Woodstock, Ont.	International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, No. 636, AFL-CIO/CLC.	262	Apr. 16	.....	2,880	2,880	Wages.	.....
<i>Iron and Steel</i> — S.K.D. Manufacturing Company Limited, Amherstburg, Ont.	International Association of Machinists, No. 890, AFL-CIO/CLC.	125	Apr. 23	Apr. 25	185	185	Protesting demotion of fellow worker.	Return of workers.
CONSTRUCTION— National Association of Master Plumbers & Heating Contractors, Vancouver, B.C.	United Association of Journeymen and Apprentices of Plumbing and Pipefitting Industry, No. 170, AFL-CIO/CLC.	(3)1,000	Apr. 30	.....	500	500	Wages.	.....
SERVICE— Hotelmen's Association, Toronto, Ont.	Hotel and Restaurant Employees and Bartenders International Union, No. 280, AFL-CIO/CLC.	500	Apr. 18	Apr. 29	4,500	4,500	Wages.	A \$2.00 wage increase for bartenders and waiters, \$1.00 of which is retroactive to July 1957, with a further increase July 1, 1958 and a reduction in the work week.

(1) In this table the date began is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 43 indirectly affected, (3) 10 indirectly affected.







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